



Policy

# Safety, Health, Environment & Quality Policy Statement

Version 2.0, April 2026

Policy Reference: POL-SHEQ-001

Update Details:

Annual update to include references to new NHSS codes and to align with RSK requirements. Formatting improved through addition of section headings.

## 1 Our Quality, Safety, Health, Environment and Wellbeing Commitment

We strive to delight our customers through first-class performance in Safety, Health, Wellbeing, Environment and Quality (SHWEQ), creating a sustainable business where excellence and continuous improvement are embedded in everything we do. By following the **Octavius Way**, we develop a motivated and engaged workforce that embraces the principles of a learning organisation, enabling safe and assured delivery, exceptional value, a sustainable legacy and inspired people, by living our values every day.

## 2 Leadership Accountability and Governance

Through authentic leadership, aligned people and effective processes, we will achieve our vision to be the UK's most respected provider of transport infrastructure by bringing people together and creating positive change. We are committed to causing no harm to our people, supply chain partners or stakeholders; improving wellbeing; preventing pollution; protecting and enhancing the environment; and minimising rework and waste, to consistently deliver the highest standards of quality and professionalism across all our activities.

Our senior management team is accountable for establishing the governance, leadership and processes required to deliver this vision and will support all relevant roles, extending responsibility and engagement across the organization. We operate a certificated SHWEQ Management System that meets the requirements of internationally recognised standards for Quality, Safety, Health, Wellbeing and Environmental management, including:

- Quality Management (ISO 9001:2015)
- Safety, Health and Wellbeing Management (ISO 45001:2018)
- Environmental Management (ISO 14001:2015)

## 3 Climate Change, Sustainability and Resilience

We acknowledge climate change as a significant organisational issue and recognise that adaptation is required to enhance our resilience. Our operations contribute to emissions through logistics, travel, energy and water use, procurement, waste, and the use of carbon-intensive materials like concrete and steel.

We are also exposed to climate-related risks, including extreme weather events that may disrupt construction programmes, impact safety, quality, and environmental performance, increase costs, and damage assets. Indirect effects may also arise through similar supply chain vulnerability. As such we have created a number of sustainability related objectives, which are available via our Business Plan and defined in our Sustainability Policy (POL-SHEQ-002).

## 4 How We Achieve Positive SHWEQ Results

Through this system, we are committed to achieving positive SHWEQ results by:

- Providing clear, visible and tangible leadership throughout the company and setting personal examples of our commitment to SHWEQ.
- Meeting all applicable legal and other requirements as a minimum.
- Fully embracing our STOPThink! behaviours and principles, encouraging everyone to speak up when something is unsafe or could be done better, and taking personal responsibility to challenge unsafe acts and influence positive behaviour change.
- Recognising the SHWEQ risk(s) in every task we do, taking the time to evaluate, reduce and manage these risks safely, effectively and responsibly.
- Being relentless in developing our learning organisation culture, recognising where we can do better, capturing data and information that we can use to measure and improve performance, with the participation and consultation of our people where possible. Making continuous improvement a core part of all that we do.
- Having an organisation and processes in place to ensure that we have people competent in SHWEQ systems throughout the organisation.
- Consulting with and involving our employees by holding regular SHWEQ meetings and monitoring the health of those who may be exposed to significant work-related health risks or sensitisers.
- Communicating, via a positive learning culture that encourages staff and supply chain consultation, the requirements and needs of our SHWEQ Management System, including the assignment of organisational roles, responsibilities, authorities and necessary training requirements.
- Working with our Customers, supply chain partners and peer groups to share learning and improve our SHWEQ performance.
- Considering Life cycle perspective (LCP) both upstream and downstream to ensure impacts are addressed.
- Ensuring customer requirements are determined, understood and consistently met.
- Engaging with our other stakeholders and customers through an open-minded dialogue about the impacts of our activities to continuously improve our SHWEQ performance.
- Satisfying applicable requirements by ensuring that those associated with interested parties, statutory and regulatory requirements are determined and consistently met. Co-operating fully with relevant enforcement agencies and non-statutory bodies.
- Determining, monitoring and reviewing internal and external issues relevant to the purpose, context and strategic direction of the business that may affect the effectiveness of the SHWEQ Management System.
- Ensuring that this Policy shall be made available to interested parties, upon reasonable request.

## 5 Implementation and Assurance of the Management System

This policy statement is implemented through the Governance & Assurance Manual, Quality Manual, the SHWEQ Management System, and the objectives defined in our Business Plan.

We assure the effectiveness of our arrangements through the use of leading and lagging indicators, a Risk Management Maturity Model (RM3), and Science Based Targets for Carbon, to monitor performance against established objectives and targets.

Through this commitment to excellence in leadership, engagement and learning we confirm to all our employees and stakeholders that we will always respect and care for them.

## 6 National Highways Sector Scheme (NHSS) Compliance

We commit to complying with the requirements of the NHSS for:

- The supply, erection and repair of Permanent Vehicle Restraint Systems and bridge parapets, in accordance with National Highway Sector Scheme 10B and National Highway Sector Scheme 2B/5B.
- The installation and repair of temporary Vehicle Restraint Systems in accordance with National Highway Sector Scheme 2B.
- The installation, maintenance, and removal of temporary traffic management systems on rural and urban roads, in accordance with National Highway Sector Scheme 12D and the requirements of BS EN ISO 9001:2015. This Scheme is applicable to all highways and roads, except motorways and dual carriageways with speed limits of 50mph or greater. The scheme covers all activities associated with static, mobile, and short duration works, including; Traffic control systems for vehicles, pedestrians, cyclists, and equestrians; Compliance with statutory, contractual, and client requirements; Integration with the organisation's Quality Management System to ensure consistent; Delivery of safe, high-quality traffic management services.

The Scope for 12D includes:

- i) Planning and execution of works under NHSS 12D.
- ii) Competence and training requirements for operatives and supervisors.
- iii) Control of materials, plant, and equipment used in traffic management.
- iv) Documented processes for inspection, testing, and continual improvement.

## 7 Executive Accountability and Management Review

The Executive and I take accountability for the effectiveness of the SHWEQ Management System and will, at least annually:

- Review this policy to ensure it is effective (with the help of the relevant business leads).
- Review responsibilities and controls for SHWEQ management.
- Set clear objectives and targets, compatible with the context and strategic direction of the business.
- Monitor and measure performance and communicate the results.
- Ensure adequate resources are made available to implement the policy.
- Communicate this policy to all employees and organisations working for or on our behalf.