

HEALTH AND SAFETY POLICY

COWI UK Ltd is a company of consulting civil and structural engineers, specialising in bridges, tunnel and marine projects. We undertake projects at our offices in Bristol, Derby, Glasgow, Hong Kong, London and York, with our business support division located in Uttoxeter. We are a subsidiary of the COWI Group.

We acknowledge and are committed to fulfilling our statutory and other obligations with regards to health, safety, welfare at work and mental health of our employees. We have a duty to ensure, so far as is reasonably practicable, the Health, Safety and Welfare of all our employees and all persons likely to be affected by our actions. We recognise that safety is an integral part of our working environment and how poor safety management can affect business performance. We are committed to continual improvement in health and safety, in the wellbeing and good mental health of our employees, providing safe and healthy working conditions and the prevention of accidents, injury and ill health in the workplace.

IN PARTICULAR WE SHALL:

- > Ensure safety is held as a primary goal to be considered in our activities
- > Ensure adequate provision of resources both physical and financial
- > Ensure our designs take account of all Health and Safety issues and incorporate measures for the reduction of risk as low as is reasonably practicable (ALARP)
- > Ensure all projects are staffed by well trained and competent personnel
- > Ensure our employees, including sub-contractors, are responsible for using safe methods of work
- > Ensure compliance with all relevant legislation and codes of practice
- > Ensure the provision of a safe place to work with sufficient first aid facilities, welfare facilities, equipment, trained personnel and emergency procedures
- > Ensure the Health, Safety and Welfare of all our employees and persons likely to be affected by our operations, so far as is reasonably practicable
- > Ensure a commitment to the prevention of injury and ill health
- > Ensure all foreseeable health and safety hazards are identified, eliminated where possible, suitably risk assessed, reduced and managed
- > Ensure a commitment to consult and participate with workers on health, safety and wellbeing matters.

WE INTEND TO AIM FOR THE CONTINUAL IMPROVEMENT IN SAFETY THROUGH:

- > Reviewing this Health and Safety Policy annually or more frequently depending on legislation changes or changes in work practice
- > Implementation of a programme of safety training for all staff
- > Regular consultation with employees and providing current, relevant health, safety and wellbeing information
- > Providing a framework for setting health, safety and wellbeing objectives
- > Setting targets for the reduction of accident rates, ill health and damage to property
- > Active monitoring of company procedures through safety tours and inspections

- > Reactive monitoring of all accidents, incidents and near misses data or failures in the systems
- > Manage our safety systems according to the principles of ISO 45001:2018.

ACCOUNTABILITY AND RESPONSIBILITY

The Board of Directors is ultimately responsible for the safety of all employees and for setting safety objectives.

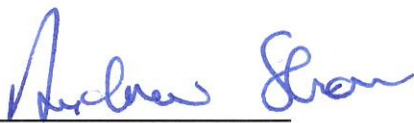
The Executive Director responsible for Health and Safety is responsible for raising any Health and Safety issues to the attention of the Board of Directors for action and additional allocation of resources where required.

The Executive Director responsible for Health and Safety and the Health and Safety Manager are responsible for monitoring company safety operations and for the issue of Health and Safety related instructions.

ALL EMPLOYEES HAVE A RESPONSIBILITY:

- > To ensure their own Health and Safety and that of others who may be affected by their actions or omissions
- > To co-operate with the company
- > Not to interfere or misuse anything provided in the interest of Health, Safety or Welfare
- > To report any accidents, incidents, near misses, unsafe acts or conditions to the Health and Safety Manager or the Executive Director responsible for Health and Safety, immediately
- > To help implement this policy.

Signed: _____



Andrew Sloan

Executive Director responsible for Health & Safety

COWI UK Ltd

07/03/2019