

## Morgan Sindall Corporate policy

### Safety, Health, Wellbeing and Environment

#### Revision Schedule

Rev. No.	Date	Details of change
Rev 1	Oct 11	Integrated Management System merger.
Rev 2	Jan 12	Annual review and update
Rev 3	Jan 13	Annual review and update
Rev 4	Jan 14	Annual review and update
Rev 5	Nov 14	Policy sign off amended to reflect exec team leadership changes
Rev 6	Mar 15	Annual review and update
Rev 7	Apr 16	Annual review and update, including for alignment with ISO14001:2015, and ISO/DIS 45001:2016
Rev 8	May 17	Annual review and update
Rev 9	Jul 17	Policy sign off revised to reflect change in exec team leadership
Rev 10	Mar18	Annual review and update including for alignment to ISO 45001
Rev 11	May 19	Annual review and alignment with other policies

**Safety, Health, Wellbeing and Environment (SHE) policy**

At Morgan Sindall we are committed to ensuring everyone’s safety, health, wellbeing and the provision of safe and healthy working conditions. We are also committed to minimising the impact of our operations on the environment and the communities we work in.

We strive for a high standard of performance in respect of our employees, delivery partners and others involved, recognising that everyone has the right to be safe and healthy.

We will provide adequate resources, information, instruction and training to ensure that we can deliver this policy and to achieve this we will:

- Provide effective leadership to create a culture of communication and consultation, engagement and safe working
- Integrate safety, occupational health, wellbeing, and environmental matters into our business arrangements and decisions
- Ensure effective arrangements are in place for the effective participation, engagement and consultation with all our employees and the workforce
- Make sure that we have effective operational controls in place for the effective management of our Safety, Health, Wellbeing and Environmental performance.
- Continually improve the Integrated Management System (IMS), and evaluate any changes which may affect the intended outcomes of the IMS
- Maintain strong governance by monitoring, reporting and reviewing progress against targets and objectives and by ensuring compliance with any associated legal and other requirements
- Engage with our delivery partners to support our objectives to continually improve Safety, Health, Wellbeing and Environmental performance
- Develop designs that benefit people and the environment and which consider lifecycle impact including decommissioning and disposal
- Identify hazards associated with our activities and manage risk and opportunities by applying a hierarchy of controls beginning with elimination which primarily focus on prevention, and if not reasonably practicable then effectively manage the risks that remain to people, the environment, stakeholders and any other interested parties
- Remaining risks could include the immediate working environment, the use of plant, equipment and new technology, interface with other work environments, competency requirements, and specific risks such as the purpose of driving for work
- Establish clear lines of responsibility that allow people to do their job in a safe manner, report any unsafe acts or conditions and enable anyone to stop work and ask for guidance if they believe they are working unsafely or being asked to work in an unsafe manner
- Use technology and innovation to gain leading Safety, Health, Wellbeing and Environmental performance in our field
- Reduce the impact of significant environmental aspects, by protecting the environment, enhancing biodiversity and using sustainable products and materials
- Effectively prevent pollution to air, land and water
- Efficiently and sustainably use energy and natural resources, and control environmental effects
- Manage and minimise waste, carbon emissions and water consumption

We will communicate this policy to our employees, delivery partners and interested parties and review on an annual basis.

Signed .....  .....

Simon Smith  
**Managing Director - Infrastructure**

Signed .....  .....

Pat Boyle  
**Managing Director - Construction**

May '19