

Health & Safety Policy



UNITED KINGDOM

At Colas Limited, we believe that:

- The Safety of our personnel and others who come into contact with our operations is our first priority.
- In addition to the humanitarian aspects, it is good business from the standpoint of efficiency and economy to prevent personal injuries, both at work and away from work.
- Health and Safety are line management responsibilities. Achievement of annual plans and strategies requires personal commitment from all employees.
- High performance standards are only realised, through the commitment of all employees.
- Health and Safety are issues which are important to individuals as well as being a corporate priority.
- All injuries and damage to health are preventable.

Our Objective is to prevent all injuries, and damage to health.

To meet this objective, it is our policy to:

- Undertake Risk Assessments and review these as necessary.
- Establish and maintain performance standards which enable work to be performed safely and in compliance with Health and Safety legislation and other requirements to which the company subscribes.
- Develop management processes, operational procedures and audit facilities including external assessment to ensure effective and efficient compliance with set performance standards and BS18001.
- Require line management to carry out systematic and thorough monitoring of performance.
- Require all who carry out work on our behalf and/or under instructions from us, to adopt a similar view regarding Health and Safety and to take the actions needed to achieve Colas Ltd's objectives.
- Provide users of our products and processes with practical advice on their use and application.
- Advise customers of our standards in relation to Health and Safety and encourage them to achieve similar standards.
- Train all employees to work in a safe, healthy and acceptable manner.
- Create and sustain a commitment to Health and Safety by all employees involved in our operations.
- Provide information and competent advice to all employees and contractors on Health and Safety matters.
- Improve work activities through a regular programme of Safety meetings, committees, audits and management safety observations.
- Evaluate the Health and Safety impact of any new product, process or business venture, or change to an existing product or process, before proceeding.
- Report all incidents, near misses, unsafe acts and unsafe conditions and investigate as appropriate.

We are committed to the following goals:

- Protecting the Health and Safety of our employees and others who may be affected by our business activities.
- Requiring that our contractors and agents provide similar protection for the Health and Safety of our employees and customers.
- Investigating and following up any injuries and incidents in order to understand the facts in full, and to develop and implement action plans to avoid recurrence.
- Improving our performance continuously.

Senior management has established these beliefs, objectives and goals and is responsible for their implementation throughout the company. The organisation and arrangements for putting this policy into practice are contained in our Health and Safety Manual.

Personal Responsibilities of all Employees under the Health and Safety at Work Act, 1974

These extracts are for the guidance of ALL EMPLOYEES.

Part 1 of the Act states.

Section 7

It shall be the duty of every employee whilst at work:

- To take reasonable care for the Health and Safety of himself and other persons who may be affected by his acts or omissions at work, and
- As regards any duty or requirement imposed on his employer or any other person by or under any of the relevant statutory provisions, to co-operate with him so far as is necessary to enable that duty or requirement to be performed or complied with.

Section 8

No persons shall intentionally or recklessly interfere with or misuse anything provided in the interest of health, safety or welfare in pursuance of any of the relevant statutory provisions.

The HASAWA is a part of the criminal law, and it is therefore imperative that every employee carries out their health and safety duties to their full extent, or face the possibility of prosecution by the enforcing authority (e.g. HSE Inspector). Penalties can include unlimited fines and/or up to two years imprisonment.

Health and Safety Information for Employees Regulations 1989(SI682)

Under these regulations, a poster is exhibited at all locations, which advises you of the duties and responsibilities of employer and employees.



Chief Executive Officer

A handwritten signature in black ink, appearing to read "C. Fergusson", is written over a horizontal line.

C. Fergusson
Sept. 2018