



Health, Safety & Wellbeing Policy

At Colas Limited, we believe that:

- The Health, Safety & Wellbeing of our employees, contractors and other interested parties who come into contact with our operations is underpinned by our core caring value.
- Health, Safety & Wellbeing is a collective responsibility driven by leadership and line management.
- Achievement of Health, Safety & Wellbeing objectives requires personal commitment from all employees, contractors, and key supply chain partners.
- All injuries and damage to health are preventable by adopting a One Colas Safety mindset.

We are committed to the following aims:

- Providing safe and healthy working conditions to prevent work related injury and ill health of our employees, contractors and others who may be affected by our business activities.
- Establishing and maintaining performance standards which enable work to be performed safely and in compliance with Health & Safety legislation and other requirements to which the company subscribes.
- The consultation and participation of employees and contractors in all relevant Safety & Health matters.
- Continual improvement of the Health, Safety & Wellbeing management system to eliminate hazards where possible and reduce OH&S risks.
- Investigating all injuries and incidents to understand all the facts, learnings and implement corrective action plans to avoid recurrence.
- Developing a positive Fair & Just safety culture encouraging employees, contractors and supply chain partners to report all incidents, near misses, hazards, risks and areas for improvement.
- Protecting workers from reprisals when reporting incidents, hazards, risks and opportunities

Our objectives are as follows:

- Produce plans that set out companywide Health, Safety & Wellbeing objectives with defined timescales and to monitor the performance against those targets.
- Ensure we have sufficient competent people to achieve these objectives.
- Undertake suitable and sufficient Risk Assessments and review these as necessary.
- Develop and maintain management processes, operational procedures and audit programmes including external assessment to ensure effective and efficient compliance with set performance standards and BS ISO 45001.
- Provide information and competent advice to all employees and contractors on Health, Safety & Wellbeing matters.
- Improve work activities through a regular programme of safety meetings, committees, audits and management safety observations.
- Encourage the reporting of all incidents, near misses, unsafe acts and unsafe conditions and act upon the findings.

Senior management has established these aims and objectives and are responsible for their implementation throughout the company. The organisation and arrangements for putting this policy into practice are contained in the Health, Safety and Wellbeing Management System. This policy will be communicated throughout the organisation including subsidiaries.

Chief Executive Officer

T. Madelon

Ref: C-S-1-MS-V.02-V.4-September'2025