

# Health, safety and wellbeing

## Purpose

This policy establishes the framework to attain a healthy and safe working environment and service for the employees and stakeholders of Mott MacDonald globally.

## Commitment

The Group is committed to supporting the health, safety and wellbeing of all its employees and to ensuring that high standards of health, safety and wellbeing at work are embedded as life skills to keep everyone safe all the time.

We take all reasonably practicable measures to eliminate hazards and minimise the risks to employees or others, both those for whom we have a duty of care and those who may be affected by our work.

We are committed to integrating health, safety and wellbeing into everything we do, wherever we work, to achieve zero harm, and to continually improving our systems and practices. We also commit to comply with all legal and other regulatory requirements in every country where we work.

## Responsibility

An executive board director is responsible for this policy and for the effective implementation, maintenance and review of health, safety and wellbeing management.

The Group safety manager is responsible for the effective implementation and development of this policy and for ensuring health, safety and wellbeing considerations are prioritised in the planning and execution of our work.

General managers lead on health, safety and wellbeing on a day-to-day basis and are

responsible for monitoring and reviewing implementation.

Project principals and line managers are responsible for incorporating health, safety and wellbeing requirements into projects and operations, in line with local legislation and client expectations.

All employees and contractors are responsible for carrying out their work with minimum risk to themselves and others.

## Approach

Our health, safety and wellbeing management system is part of our business management system, which provides an integrated process to govern our internal operations and projects. The business management system meets the requirements of ISO 45001 and is independently certified in appropriate geographical locations around the world.

The health, safety and wellbeing of our employees and stakeholders is critical. We are committed to consulting employees or their representatives and seek their participation in delivering this policy. Employees complete appropriate training programmes dependent on their role.

This policy is drawn to the attention of all employees. Information and training are provided to all employees, enabling them to comply with it.

Safety and wellbeing managers provide information, advice and support to employees on safety and wellbeing matters.



**James Harris**  
 Executive chair