



HEALTH AND SAFETY POLICY

The Costain Group recognises the importance of occupational health, safety and process safety in the successful operation of its activities. This policy is a declaration of the Board's intent to establish and maintain a safe and healthy working environment where the wellbeing of its staff, supply chain and all other stakeholders engaged in work with them is actively promoted and harm eliminated wherever possible.

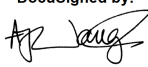
Every employee is expected to support and further develop Costain's ethos towards health, safety and wellbeing. Costain operates a comprehensive Health and Safety Management System which meets the requirements of ISO 45001. The aims of the management system and policy will be achieved by the:

- conduct of all undertakings in such a way as to ensure, so far as is reasonably practicable, that employees and others will not be exposed to risk as a result of Costain's activities;
- systematic identification, evaluation and control of foreseeable catastrophic incident risks associated with our activities through the application of Process Safety leadership, risk identification and assessment principles;
- adherence to the relevant statutory provisions and other appropriate standards whilst undertaking all work activities. In the case of industries such as Rail, Nuclear, Water, Oil and Gas where specific provisions apply, all work activities will comply with such specific requirements;
- implementation of robust risk management, health surveillance and fitness for work programmes, to ensure, so far as is reasonably practicable, that the health of employees is protected and maintained, irrespective of their existing health status. This will include the robust implementation of Costain's drug and alcohol testing procedures;
- responsibility of employees to work safely in line with statutory requirements and other appropriate standards and identify unsafe working situations. In such cases work will cease until the situation has been investigated and rectified where necessary;
- commitment to consult with, train and ensure that our employees are competent to carry out their work with due consideration to wellbeing, health and safety;
- provision of sufficient resources to achieve compliance with this policy.

Additionally, the Executive Board will set annual, or longer, objectives and targets that will be regularly monitored and reviewed. The aim is to achieve standards of occupational health, safety and welfare which exceed those solely necessary to meet legal requirements.

Responsibility for the management of safety, health and wellbeing lies with all Directors and Managers. High standards in this area are deemed to be of equal importance with quality, production and the achievement of commercial targets.

This policy will be regularly reviewed to ensure that the management system is effective, consistently implemented and continually improved.

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Signed: 9/1/2024 11:26 GMT
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A Vaughan (Chief Executive Officer)

Business Owner: Group SHE Director