

Health, Safety & Wellbeing Policy Statement

Buro Happold is committed to enhancing the physical and mental wellbeing of all our employees. It is our Health, Safety and Wellbeing policy to create and nurture a safe working environment and to do all that is reasonably practical to not only prevent physical injury or emotional distress, prevent damage to property and to protect everyone from foreseeable work hazards but create a culture where everyone can thrive. This includes our communities, visitors and the public insofar as they come into contact with Buro Happold or its operations.

Within the organisation we will:

- Ensure, so far as is reasonably practicable, the health, safety and welfare at work of all our employees, public and visitors who may be affected by our acts or omissions.
- Recognise that mental ill-health in the workplace is a health, safety and wellbeing issue and acknowledge the importance of identifying, reducing and reviewing workplace stressors, in all places we work.
- Consider mental and physical health conditions seriously and support employees who are experiencing health challenges or disabilities.
- Strive to continually improve our approach to safety on projects adhering to local and regional regulations.
- Provide regular information and training to ensure the health, safety and wellbeing of all employees.
- Provide a framework for continual improvement by setting and reviewing H&S objectives and targets.
- Encourage employees will be empowered to record Health, Safety and Wellbeing issues or concerns freely and will ensure leadership commitment to effect action where needed.

All employees have a shared responsibility to implement this policy by following established H&S procedures so that we can all work together to nurture an equitable culture of wellbeing; raising and maintaining high standards throughout all areas of our business.



Oliver Plunkett
CEO
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