

Royal BAM Group

Safety Policy Statement

The Executive Committee of Royal BAM Group is committed to Building a sustainable tomorrow - and that commitment begins with ensuring that every colleague returns home safe and well every day. Safety is a fundamental part of who we are and how we work. Our dedication to safety extends beyond the physical - it is also about fostering a workplace where people feel psychologically safe, empowered, and supported.

This policy is applicable to all Royal BAM Group activities and all its companies, employees and any other representatives (hereafter 'BAM').

Every employee is obliged to take care as they are reasonably able, for their own safety and wellbeing and for that of others who may be affected by BAM's undertaking. To achieve this:

- BAM demonstrates leadership and commitment through all its managers and supervisors.
- BAM drives a collaborative, inclusive culture of positive behaviours throughout all BAM personnel and within BAM's supply chain, by exemplary behaviour and proactive encouragement.
- BAM expects all employees and supply chain to comply with its life saving rules and supporting principles.
- BAM assures the competence of BAM's employees and supply chain.
- BAM provides information, instruction, training and supervision as necessary.
- BAM provides definition of roles and responsibilities within all role profiles.
- BAM provides a working environment and systems of works which are safe 'by design', ensuring our resources such as plant, equipment and facilities are maintained to the highest standards.
- BAM enables employees and contractors to raise issues relative to occupational health and safety.
- BAM takes all practicable steps to eliminate hazards within the workplace through hazard identification, risk assessment, control and monitoring to ensure ongoing effectiveness.
- BAM promotes and encourages mutual respect for people involved in BAM's work activities and also in the communities in which BAM works.
- BAM accommodates joint venture and client requirements without lowering BAM standards.
- BAM ensures that all incidents are reported and recorded, that causes are identified and risks eliminated with proven effectiveness across all relevant business activities.

BAM's approach provides the framework to set and monitor objectives with key focus on:

Management system

- Continually improve safety management systems to strengthen controls, reduce risk, improve effectiveness and enhance lives.

People

- Upskill employees in safety to continually improve understanding and competence.
- Involve employees in determining key objectives and co-operate in respect of safety matters.

Culture

- Drive a collaborative, inclusive culture of safety.
- Promote 'Everyone safe and well every day' ethos.

Knowledge

- Facilitate the sharing of knowledge and lessons learned, both internally and externally.

This policy is achieved by effective operation of the integrated management systems together with the active leadership, participation, professionalism and commitment of all internal stakeholders involved. The management systems aim to meet the requirements of BAM, its clients and other external stakeholders.

The Executive Committee regards the responsibility of management in implementing this policy statement to be fundamental to BAM meeting its standards and commitments.

BAM has appointed Directors responsible for Safety at Group and in the Divisions to ensure awareness of this policy is promoted throughout the company. The effectiveness is monitored and areas for continual improvement identified and implemented.

Ruud Joosten

Chief Executive Officer

For and on behalf of the Executive Committee of Royal BAM Group



This policy statement has been approved electronically. Proof of approval can be seen upon request.