



POLICY ON HEALTH & SAFETY AT WORK

We, the Board of VINCI PLC, are fully committed to a process of demonstrable, continuous improvement in pursuit of health and safety excellence. This complements the Group’s core values which include transparency, integrity and respect for people. Our principal goal is to prevent all injury or ill health amongst our employees, those who work with us, and members of the public.

It is therefore our intention that the operations of all Group Companies and their Divisions are executed at all times in such a manner as to protect the health and safety of any person. This commitment includes the prevention of injury and ill health by monitoring and improving the safety management arrangements and culture of the Company. To achieve the standards to which we aspire, we require all those working for VINCI to adopt the behaviours and leadership necessary to drive the highest standards of health and safety of those around them. The Directors and Managers of the company must at all times demonstrate proactive and conspicuous leadership with regard to health and safety.

In order to make this a reality each Company and Division within the Group will adopt a management system that complies with current legislation and with the requirements of BS OHSAS 18001:2007.

Both the management system and its implementation will reflect, as a minimum, compliance with relevant legislation; industry best practice and contract conditions. Directors are accountable for compliance with Minimum Safety Standards and other HSE policies, and all Directors targets will include health and safety KPIs. Performance against these targets will be considered when awarding any incentives or rewards. As an important part of this process the Directors of each Company and, as appropriate, Division will establish an organisation, reflecting the management structure of the business, with responsibilities for controlling all aspects of health, safety and the protection of the environment. They will also set and monitor appropriate objectives which relate to areas of the business that require improvement. Directors are responsible for the provision of appropriate training to those working for them to enable them to carry out their responsibilities.

Minimum Safety Standard 14 describes the risk management arrangements which each Company and, as appropriate Division, will adopt to enable the work, undertaken by its employees and subcontractors, to be planned, communicated, and carried out safely.

All sections of the Policy and the additional supporting documents in the form of “Minimum Safety Standards”, “Rail Procedures” and the Construction Safety Manual are available on the Group’s intranet systems.

The Board of VINCI PLC recognises that workforce involvement in health and safety matters is essential. As a business we support formal and informal workforce involvement approaches, and when appropriate will work with Trade Union Representatives to improve the engagement of our workforce on health and safety issues.

The whole of this policy document will be available on the intranet. Appropriate sections, in particular Part 2, shall be explained to members of the management team to enable them to understand their responsibilities clearly. In addition, Part 1, this Policy Statement, will be made available to members of the public via the Group’s web site and on request from the head offices at Watford.

This document will be revised to take account of any new work situations and their associated hazards or improved methods of control as well as changes in the organisational structure of the Company concerned. These alterations will be brought to the attention of persons affected by the changes.

VINCI PLC is an active member of the UK Contractors Group and supports the health and safety commitments made by UKCG.

Health and Safety excellence will not be achieved unless everyone in the Group has a positive attitude, which includes seeking out best practice, intolerance of poor performance or failure to comply with company procedures, and a preparedness to take action to ensure consistently high standards.

I, and my colleagues on the VINCI PLC Board will play our part in this process and we expect you to demonstrate vigilance and leadership on a daily basis to help deliver the objectives of this policy.



A. Ridley-Barker
Managing Director, VINCI Construction UK Limited