

## Health and safety

It is the duty of Go-Ahead's operating companies to ensure that all processes and systems are designed to take account of health and safety requirements and are properly managed at all times. Full details of the organisation and arrangements for health and safety and how these apply at each operating company location are set out in local policy documents. The responsibility for this rests with the managing director at each operating company.

Every employee will be given information, instruction and training as is necessary to enable the safe performance of work activities. Adequate facilities and arrangements will be maintained to enable employees and their representatives to raise concerns about matters of health and safety.

Every employee must co-operate to enable the Group and its operating companies to comply with all statutory duties. While having the absolute support of the operating company and Group Board, successful implementation of this policy requires total commitment from all levels of employee.

Each employee has a legal obligation to take reasonable care for his or her own health and safety and for the safety of other people who may be affected by their acts or omissions. We encourage and expect all employees to work with the Group in meeting both its own objectives and the law.

Competent people will be appointed to assist us in meeting our statutory duties including, where appropriate, specialists from outside of the organisation. Policies will be regularly monitored and the operating companies subjected to independent audit to ensure that the objectives are achieved. There will be, as a minimum, annual reviews and, if necessary, policies will be revised in the event of legislative or organisational changes.