babcock™

HOME SAFE EVERY DAY

Babcock International Group PLC Safety Policy

The Board of Babcock International Group PLC (Babcock) seeks to achieve and maintain the highest standards in the management of health and safety in all Babcock's Sectors and Direct Reporting Countries, hereafter in this document collectively referred to as 'Sector or Sectors'. These standards apply not only to our own employees but also to contractors and agents working on Babcock's behalf or on Babcock controlled sites. The Board believes that nothing is more important than the health, safety and wellbeing of our workforce, contractors, customers and the public.

The Board requires that Sector and Direct Reporting Countries Chief Executives maintain, communicate and publish a Sector Health and Safety Policy. This should ensure an integrated, risk-based and proactive approach to Health & Safety is applied throughout their Sector, to support sending everybody "Home Safe Every Day", and assure that the safety of the public is not adversely affected by our activities.

Sector and Direct Reporting Countries Chief Executives must ensure that each Business Unit within their area shall:

Policy – Maintain, communicate and publish a suitable safety policy that reflects delivery of the commitments within this policy statement.

Visible Leadership – Maintain a positive, progressive and integrated approach to safety management.

Lead by example and set suitable safety performance objectives and targets to ensure they continually strive to meet our standards.

Ensure the business has the capability (people, technology/assets & safety management system) to discharge its duties and it is effectively utilised to deliver this policy and its safety performance objectives.

Promote a high performing, open and just safety culture within their organisation and people.

Organisation – Maintain a defined organisation that clearly identifies individuals' roles and responsibilities within the business organisational structure for the safety of themselves and others, and acceptable safety behaviour.

Ensure organisational interfaces within the Group and with customers, supply chain and regulators are defined, with any associated dependencies necessary to delivery of their safety objectives sufficiently mapped.

People – Ensure everybody within the organisation is and remains competent to discharge their role and their responsibilities with respect to safety.

Ensure everybody within the organisation understands how their performance, and adherence with the standards and safety management system, contributes to delivery of their safety goals and associated performance objectives.

Safety Management System – Maintain a safety management system and process that enables effective and efficient delivery of safety goals and associated performance objectives.

Ensure their safety management system conforms to ISO 45001 and other appropriate international standards, applicable customer or legislative requirements.

Ensure conformity with the Group minimum standards, including the managers and workforce's compliance with the Babcock Safety Behaviours & Expectations.

Facilities & Assets – Ensure the facilities within which their people work and the assets (including equipment, tools and other technology) that they utilise to deliver their services are fit for purpose and maintained as necessary to ensure optimal safety performance.

Assurance – Implement a monitoring regime that maintains oversight of safety performance and the delivery of safety performance objectives & targets.

Ensure planning and operational decision-making that impacts upon safety is risk-informed and subject to suitable independent challenge.

Risk Management – Continually evaluate safety hazards for their potential impact, and maintain suitable and sufficient safety risk assessments. Involving workers, and, where they exist, workers' representatives. Ensure risk mitigation and effective control measures are suitably robust prior to commencing operations and throughout the duration of work activities.

Learning – Ensure all opportunities to learn (both mistakes and successes) are investigated, and the associated learning is shared to enable and drive continuous improvement in safety performance.

Signed:

David Lockwood CEO

STOP WORK AUTHORITY

All employees are empowered through this policy to stop work if considered unsafe and challenge any person's behaviour that does not match our expectations.