

SAFETY, HEALTH AND ENVIRONMENTAL PROTECTION POLICY STATEMENT

At Babcock Safety, Health and Environmental Protection (SH&EP) is core to everything we do. Babcock ensures that the highest standards, in all its activities, by meeting and exceeding global regulatory requirements associated with SH&EP and those additionally pertinent to Aviation and Nuclear. Through our Home Safe Commitments we aim to deliver safe and effective products and services first time, every time, in order to support our colleagues', customers', and shareholders' aspirations. The Babcock Board is committed to protecting the environment and believes that nothing is more important than the health, safety and wellbeing of the workforce, contractors, customer and the public.

In line with the Babcock principles and supporting our purpose to 'Create a safe and secure world, together', Babcock is committed to:

Leadership

- Maintaining a positive, progressive, and integrated approach to SH&EP management.
- Lead by example and set suitable performance goals, objectives and targets to ensure we continually strive to meet our standards.
- Ensure the business has the capability to discharge it's duties.
- Promote a high performing, open and just safety culture throughout our organisation and people.

Organisation

- Maintaining a defined organisation that clearly identifies within the organisational structure the individuals' roles and responsibilities for their own and others' health and safety, acceptable safety behaviour and the prevention of environmental damage.
- Ensuring organisational interfaces within the Group and with customers, supply chain and regulators are defined, with details of inter-dependencies necessary to deliver SH&EP performance.

People

- Ensuring everybody within the organisation is and remains competent to discharge their role and their responsibilities with respect to SH&EP.
- Ensuring everybody within the organisation understands how their performance, and adherence with the SH&EP standards and management systems, contributes to delivery of our SH&EP performance and achievement of our goals, objectives and targets.

Facilities

- Ensuring the facilities within which our people work and the assets (including equipment, tools and other technology) that they utilise to deliver the products and services are fit for purpose and maintained as necessary to ensure optimal performance.

Risk Management

- Continually evaluate safety and health hazards and environmental aspects for their potential impact and maintain suitable and sufficient 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.

Assurance

- Implementing a monitoring regime that maintains oversight of SH&EP performance and the delivery of SH&EP performance goals, objectives and targets.
- Ensuring planning and decision-making that impacts on SH&EP is risk-informed and subject to suitable independent challenge.
- Ensure the immediate reporting and analysis of SHEP incidents and observations across all operations

Environmental Management

Ensure that all Operations under Babcock control operate an Environmental Management System, against the appropriate internal and external standards. Environmental Management Systems will:

- Seek to minimise adverse effects on the environment from our operations and protect the environment by preventing pollution.
- Align with the requirement of the Group Environmental Protection Minimum Standards
- Be appropriate to the nature, scale and environmental impacts of the scoped activities, products, and services.

Learning

- Ensuring all opportunities to learn (both mistakes and successes) are investigated, and the associated learning is shared to enable and drive continuous improvement in SH&EP performance.
- To regularly review our SH&EP policies and arrangements to capture learning.

David Lockwood, CEO

Aug 2025

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 principles.