At WSP we value and care for our people. Our Zero Harm Vision is to protect our people, those who work with us, and those who interact with our activities from getting hurt or suffering ill health. We want to create an environment where our people can thrive and where we can plan, design and engineer our communities to thrive. We will look after our people, treat them with respect, foster good working relationships, support our colleagues, embrace diversity and care for each other. We will develop healthy and well-motivated employees who have a positive impact on the productivity and effectiveness of our business, and create a healthy and productive workplace that attracts, develops, engages and retains our people.

Our senior management are committed to embracing Safety, Health and Wellbeing (SHW) as good business practice throughout our organisation; nothing we do is so important that it cannot be done safely and without causing harm. As a minimum we will comply with UK legislation (or other legislative frameworks where we work), our global ‘Expectations for Health & Safety Management’, other requirements that we subscribe to (including ISO45001:2018), or those reasonably specified by our Clients.

Pursuing our Zero Harm vision and effectively managing SHW risk is the responsibility of all within WSP UK and to achieve this we will:

→ ensure an effective SHW Management System is maintained to meet or exceed the requirements of this policy and which adequately addresses our SHW risks
→ identify significant hazards associated with our activities and eliminate them where we can; where the risks associated with these hazards remain we will reduce and control them to prevent harm
→ set SHW objectives annually, communicate these to our people, monitor and report progress
→ continually improve SHW performance as part of good business practice
→ have an effective process of assurance
→ ensure an appropriate level of resource and funding to support this policy
→ communicate to our people on any SHW matters which may affect them

Our senior management and leadership will:

→ provide visible, tangible, exemplar and inspirational SHW leadership
→ ensure that SHW is an integral part of all that we do, an agenda item within all Executive and senior management meetings, and is given equal importance to other operational activities
→ provide two way communication, consultation, participation and engagement on SHW matters with our people
→ provide feedback and recognition to those who positively contribute to reducing SHW risks

We will encourage our people to ‘make safety personal’, promote a positive SHW culture and challenge the status quo. We will support and empower our Line Managers who play a critical role in promoting SHW as they take responsibility for our people within the workplace. We all have a duty of care to look after ourselves and others affected by what we do. We are expected to be aware of, and contribute to, the delivery of this policy by knowing where to access suitably qualified and experienced advice, reporting any accidents, incidents, near misses or observations, and by keeping SHW a priority in our offices, on our sites and at home.

We will work with our people, clients, partners, communities and other stakeholders to deliver the vision and objectives of this policy, and will review and update this policy on an annual basis, or more frequently if necessary.

Mark Naysmith
UK Chief Executive Officer

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