

# Safety, Health & Wellbeing Policy Statement



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, manage, design and engineer our communities to thrive. We will look after and support our people, treat them with respect, foster good working relationships, embrace diversity and inclusion, 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 '2022-2024 Health & Safety Roadmap' which focuses on the areas of Leadership, Behaviours and Risk, and 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 and regularly reviewed to meet or exceed the requirements of this policy and which adequately identifies and 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 including lessons learned
- have an effective process of assurance
- ensure an appropriate level of resource, funding and commitment to support this policy
- consult with and communicate to our people on any SHW matters which may affect them.

Our senior management and leadership will:

- provide visible, active, curious, inspirational and caring 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, challenge the status quo and empower them to stop work and make themselves and others safe if their safety, health or wellbeing is ever in doubt. 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're all accountable for keeping ourselves and others safe and free from harm. We are all 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 ensuring SHW is always considered in our workplace (offices, sites, at home, etc.) and in every activity we carry out.

We will work together 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.

\*includes WSP Ireland Consulting Ltd

**Mark Naysmith, UK & EMEA Chief Executive Officer**

Issue Date

January 2023

Review Date

January 2024