



Health and Safety Policy

Making Health and Safety personal means that each of us is accountable for our own wellbeing and that of others who may be affected by our activities.

We will provide advice and guidance to our employees to assist them to identify, consider, and effectively remove or reduce the risks associated with the work that we do.

Leaders in our regions will make Health and Safety integral to everything we do by promoting a positive Health and Safety culture, empowering and enabling our employees to work in a manner which keeps them safe from harm.

Pursuing our vision and effectively managing Health and Safety risks is the responsibility of our regional businesses, which will:

- Ensure their Health and Safety management system is maintained and implemented such that it meets or exceeds the requirements of this Policy, local legislation, and adequately addresses local Health and Safety risks.
- Set Health and Safety objectives annually, communicate these to all employees, and monitor progress.
- Continually improve Health and Safety performance as part of good business practice.
- Effectively implement our '[Expectations for Health and Safety Management](#)'.
- Ensure an appropriate level of resources and funding to support this Policy.
- Communicate with employees on any Health and Safety matters which may affect them.

The leadership teams of each region are expected to:

- Promote a positive Health and Safety culture by providing visible and tangible leadership.
- Encourage the sharing of best practice and lessons learned across our global operations.
- Make safety integral to everything we do, by ensuring that Health and Safety is an agenda item at all leadership meetings and given equal importance to other operational items.
- Submit a formal progress report to WSP's Board of Directors on a quarterly basis.
- Provide feedback and recognition to employees who positively contribute to reducing Health and Safety risks.

Employees have a duty of care to themselves and others potentially affected by our activities and are expected to be aware of this Policy, and encouraged to contribute to its delivery by:

- Knowing where they can access suitably qualified and experienced Health and Safety advisors for guidance and advice.
- 'Making Safety Personal' by reporting any accidents, incidents, unsafe acts, near misses or observations where Health and Safety performance could be improved.
- Challenging the status quo, suggesting improvements and proposing innovative ideas which can remove risk from our activities.
- Keeping Health and Safety a priority in our offices, on our sites and at home.

In 2019 we will continue to focus our efforts on reducing and removing the risks associated with all of our activities, with a particular focus on driving, working on construction projects and overseas working.

We look forward to collaborating with our employees, clients and partners to deliver the vision, values and objectives set out in this Policy.

Paul Dollin
Global Chief Operating Officer