Occupational Health, Safety & Wellbeing (OHSW) Policy

The health, safety and wellbeing of our employees and everyone affected by our activities is fundamental to our business. This policy statement sets out the steps we will take to eliminate accidents and incidents, protect our workforce and members of public and prevent work related injuries or ill health. As a minimum, this policy will be reviewed on an annual basis. Go Traffic Management commit to work in line with the National Highway Sector Schemes 12A/B and 12D.

Our H&SW policy is part of an integrated management system which we will continually improve to ensure it meets our requirements, addresses risks and reflects latest safety regulations or relevant laws. Our system includes three components: occupational health, safety and wellbeing, quality assurance and control, environment and sustainability. Our motto is 'success is no accident' - we expect our management system to be part of our everyday activities, so that employees, those who act on our behalf and visitors to our worksites support our commitment to effective management of occupational health, safety and wellbeing.

Our Occupational Health, Safety and Wellbeing Commitments

We will:

- Provide relevant information, training, instruction and supervision for employees and those working on our behalf, to ensure they are competent to carry out their tasks.
- Ensure our working environments support healthy and safe practices including safe access and the maintenance of plant and fleet.
- Make a continuous effort to prevent accidents and cases of work-related ill-health; incorporating lessons learnt in any improvements to our safety management systems.
- Provide clear roles and responsibilities at the corporate and individual level. Our joint Chief Executives are responsible for establishing the health, safety and wellbeing policy and ensuring that effective arrangements to deliver this are in place. Delegated authority for ensuring compliance is discharged through our Director of Support Services.
- Empower our employees or those working on our behalf to challenge any un-safe acts, behaviours or site conditions they witness whilst undertaking their work.
- Consult with employees on matters relating to their wellbeing or which impact their health and safety at work and ensure participation in development of the system and activities.
- Review our objectives and targets by monitoring our ongoing OHSW performance.
- Assess risks arising from hazardous materials whilst undertaking our works, and where appropriate, ensure our management systems include relevant procedures and processes for their safe handling, removal or use.
- Provide occupational health advice and support to employees via an employee assistance programme.

Leadership
We expect visible leadership to demonstrate our commitment to health, safety and wellbeing. We all have a duty to report all accidents, incidents and hazards and to co-operate with investigations. We expect all employees and those working on our behalf, to take personal responsibility for complying with GTM policies and procedures. We will engage openly with our clients and industry partners to learn from others and share best practice.
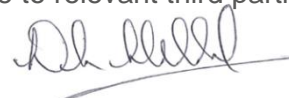
Supply Chain
We will promote this policy to any third-party contractors or suppliers undertaking work on our behalf. We will expect representatives from our Supply Chain to demonstrate compliance with our standards and management systems.

Compliance
GTM will comply with applicable health and safety legislation, standards and governing laws. We will also respect standards set by our clients relating to wellbeing, safety and occupational health.

This policy will be communicated to all of our employees and organisations working on our behalf. We will ensure this policy is visible; displayed at our offices, on internal communications systems such as Intranet applications and the GTM website. It will be made available to relevant third parties.

Dan Holland (Joint Chief Executive Officer)