

## Health, Safety and Wellbeing Policy

We care about our people, our communities and those that we influence by our actions. We prioritise a safe and healthy working environment for our people; in our offices, on site and travelling on business. We promote the importance of health, safety and wellbeing, and strive for zero harm both within the workplace and through our activities.

### Aims

Healthy and safe workplace and work practices that are considered best practice.

Maintain a culture that promotes the overall health and safety of our people and those that we influence.

Improved health and safety in areas under our influence.

Actively support the well-being of our people.

### We will

Implement and promote programmes for the wellbeing of our people, the prevention of injury and to foster good health.

Provide resources - investment, information, supervision, instruction and training where appropriate – to contribute to a healthy and safe working environment for our people.

Promote positive leadership behaviours, working proactively with clients, collaborators and supply chains.

Promote and integrate health, safety and wellbeing consistently into our design and business decisions, adopting best practice where practicable and, as a minimum, compliant with applicable law and professional standards in health, safety and wellbeing matters.

Promote a healthy and productive culture in the workplace including zero tolerance to the inappropriate use of drugs and alcohol in the workplace.

Maintain facilities controlled by Arup in a safe condition.

Engage with our staff in the development and implementation of our health, safety and wellbeing plans and systems.

Continually improve our health, safety and wellbeing performance through our management system certificated to ISO 45001 or equivalent.

### Governance

This policy is set by the Group Board and implemented across all Arup operations through rules, procedures and guidance.

The Group Board sets the policy and direction, with the Regions responsible for the day to day implementation of their detailed plans and for meeting their compliance obligations.

It is reviewed and approved annually, or more frequently if appropriate.

The Health, Safety and Wellbeing Director acts for Arup in ensuring that plans are developed and implemented to enable us to reach the aims set out in this policy while fulfilling applicable legal, regulatory and other requirements.

“...creation of an organisation which is human and friendly in spite of being large and efficient. Where every member is treated... as a human being whose happiness is the concern of all, who is treated not only as a means but as an end.”

Ove Arup, 1970

