

## Health, Safety and Wellbeing Policy Statement

Core Highways are committed to the prevention of work-related injury and ill health by ensuring we protect and manage the health, safety and welfare of our employees so far as is reasonably practicable. We also fully accept our responsibility for other persons who may be affected, directly or indirectly, by our activities.

Core Highways operate integrated Management Systems based on the requirements of ISO 45001:2018 & National Highway Sector Schemes 12 A/B, C & D, along with National Highways Sector Scheme 2A, 2B, 2C, 5B, 10B and 18. The arrangements for putting this policy statement into practice are contained within the Management Systems.

We have six guiding principles that are the basis of our Health, Safety and Wellbeing strategy and objectives:

- 1) Our senior management visibly leads on safety.
- 2) We have a reporting culture, where we capture and learn from best practice, incidents and near misses.
- 3) We listen to our people, and they help to guide our safety journey.
- 4) We provide a Safe System of Work for our people, founded upon the recognition of risk.
- 5) We set and communicate clear standards, with consequences and recognition.
- 6) We focus on competence, providing appropriate training, development, and supervision for all our people.

We are committed to eliminating hazards and to reducing or controlling health and safety risks by following the hierarchy of controls. To ensure that our statutory duties are met we will appoint competent people including, where appropriate, specialists from outside the organisation, promote best practice, continually improve health and safety performance, and comply with all legal and other requirements relevant to our operations.

Everyone, whether working for or on behalf of Core Highways, has a legal obligation to take reasonable care for their own health and safety and for the safety of other people who may be affected by their acts or omissions.

Employees and their representatives will be consulted on matters affecting their health and safety and arrangements will be maintained to enable any employee to raise issues or concerns with regards to health and safety.

All employees will be given such information, instruction, training, and supervision as is necessary to enable the safe performance of work activities.

Health and Safety are line management responsibilities that also require personal commitment from all employees. Core Highways will recognise and reward contributions to the management and maintenance of health and safety yet apply established disciplinary procedures to those who deliberately or flagrantly breach safety regulations, procedures, or directions.

We are committed to innovation and to providing and maintaining safe plant and equipment, safe and healthy working conditions and ensuring the safe handling and use of substances.

Management shall evaluate the health and safety impact before the introduction of any new product, process, supplier, or partnership. A demonstrable commitment to the proper management of health and safety is required as an essential factor in the selection of business partners and major suppliers of goods and services.

The successful implementation of this Policy requires total commitment by everyone, from the Shareholder Board, the Management Board and those delivering services to our clients, supply chain partners and visitors alike.

The Policy statement will be regularly monitored to ensure that the stated objectives are achieved. It will be reviewed and, if necessary, revised in the light of legislative or organisational changes.

A handwritten signature in black ink, appearing to read "Lizi Stewart".

Lizi Stewart  
Chief Executive Officer (CEO)  
Next revision date: 31st January 2026