

Morgan Sindall Health & Safety Management Policy and Guidance

This Health and Safety Management Policy (the "Policy") provides the framework for the establishment of effective health and safety management throughout the Morgan Sindall Group (the "Group"). Each subsidiary (the "subsidiary") board (the "subsidiary board") is required to develop its own Health and Safety Policy (the "subsidiary policy") and Health and Safety Management System (the "HSMS") to comply with this Policy framework.

The Group aims to manage health and safety with the same level of expertise and to the same high standards that it sets for all its core business objectives. The Group recommends that subsidiaries adopt an HSMS which is based on the BS EN ISO 18001 model and recognises that the HSE publication "Successful health and safety management" HSG 65 provides sound guidance on good practice in health and safety management.

The Group Board of Directors (the "Group Board") expects that this Policy will assist inter-company collaboration and lead to the development and adoption of common Group standards for health and safety management, employee welfare, key performance measurement and reporting procedures, based on the best practices available from within the Group and from the wider construction industry.

The health and safety of our employees, all those that work with us and the wider public, together with the welfare of our employees, contribute to our success and reputation and therefore must be a priority in all our commercial operations.

The implementation of an effective HSMS will be based upon answering the fundamental question "What can we do to make health and safety better for all of our employees?". We will promote a behavioural and cooperative safety culture that will enhance our subsidiaries' reputations as being amongst the best in the field of health and safety management within the Construction Industry.

Realising this vision of a healthy, safe and secure environment in which people can earn their livelihood, depends upon the active commitment and participation of every one of us. The Group Board asks you to play your part and not merely to rely upon others.

Issued for and on behalf of the Group Board of Morgan Sindall plc

Andy Saul
Group Health & Safety Director