

BDP Health, Safety and Wellbeing Policy

As a responsible employer, the health, safety and wellbeing of our employees is of utmost importance as an organisation. BDP will integrate this policy into the day to day activities and decision making of the organisation.

Our health, safety and wellbeing policy is to:

- Actively promote a positive health, safety and wellbeing culture at all levels within the organisation.
- Carry out all activities in compliance in accordance with statutory provisions in each jurisdiction BDP operates.
- Implement measures which seek to prevent incidents and cases of work-related ill health.
- Provide regular health and safety training, instruction and information to employees and those under the organisation's direction, to work safely without risk to themselves or others, both in the Company Offices, at home, and whilst working on or visiting sites.
- Safeguard the health, safety, welfare and wellbeing of all employees while at work, and to provide, so far is reasonable practicable working environments that are safe and without risks to health.
- Consider health and safety issues in planning and undertaking BDP business activities.
- Consult with employees regularly on health, safety and wellbeing matters.
- Ensure that our policy and safety arrangements are made available and accessible to all our employees.
- Consider our work activities so as not to have an adverse effect the wellbeing and mental health of our employees.
- Implement emergency procedures, including evacuation in case of fire or other significant incident.
- Review and revise this policy regularly as and when required.

Responsibility for the Policy

The BDP Board is responsible for the health and safety and collectively its members must ensure that the organisational arrangements and systems in place to enable the effective management. Accountable Officer and accepts overall responsibility for health, safety and wellbeing: Nick Fairham, Chief Executive. The co-ordination of our safety professionals, and reporting on safety performance is the responsibility of the Health & Safety Board Director, Alistair Kell, supported by the Group Occupational Health & Safety Director, Fela Ajayi, who is BDP's appointed Competent Person.

The responsibility for the application of the policy across each studio is with the Studio Chair, who are BDP Board members, and within the organisation are referred to as Principals.

BDP Health and Safety roles and responsibilities are clearly defined and available as documented information.

This is BDP's Health, Safety and Wellbeing Policy and as Chief Executive I commit myself and the Company to it.

Signed



Nick Fairham
Chief Executive

Date: 1 September 2022