

BDP Health and Safety Policy

Our Health and Safety Policy is to:

- Actively promote a safety culture within the company.
- Carry out all activities in compliance with relevant statutory provisions.
- Prevent accidents and cases of work-related ill health.
- Provide a safe place of work environment for our Employees and those we contract to carry out works at our offices.
- Provide relevant information and training to Employees and those under the Company's direction, of the statutory obligation to work safely without risk to themselves or others, both in the Company Offices and whilst working on or visiting sites.
- Provide personal protective equipment.
- Consider Health and Safety issues in planning business activities.
- Consult with Employees regularly on Health and Safety matters.
- Ensure that our Policy and Safety Arrangements are made available and accessible to all our Employees.
- Implement emergency procedures, including evacuation in case of fire or other significant incident.
- Review and revise this policy regularly.

Responsibilities for Health and Safety

Overall and final responsibility for health and safety:

John McManus - Chief Executive Officer

Day-to-day responsibility for ensuring this policy is put into practice:

Quality Director (Andrew Whitehurst) has primary responsibility for the annual review and update where appropriate of this policy.

The responsibility for the appropriate and effective application of the policy across each studio is with the Studio Chair (UK).

Studio Chairs: David Brennan (Dublin), Scott Mackenzie (Glasgow), Gavin Elliott (Manchester), Andrew Smith (Sheffield), Dan Smyth (Birmingham), Nick Fairham (Bristol), Graham McClements (London).

Employees responsibilities:

- Co-operate with Directors, Project leads and Office Managers on health and safety matters;
- Take reasonable care of their own health and safety; and
- Report all health and safety concerns to an appropriate person (as detailed above).

As part of our response to the COVID-19 pandemic we have instigated a range of measures to support our staff, their families and others who interact with BDP to help everyone stay healthy. The measures taken are detailed in documents which will be available on Planet and the external www.bdp.com website, tailored to suit each studio. Our response to COVID-19 will be regularly reviewed in line with emerging government guidelines. We will also carry out a full assessment of our current approach at the end of October 2020 to reflect feedback once reoccupation of our studios has begun.

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

Signed



John McManus

Chief Executive

Date: 19 June 2020