

RPS GROUP HEALTH, SAFETY & WELLBEING POLICY STATEMENT

RPS is a leading global professional services firm delivering a broad range of services in multiple sectors. We operate across six continents, defining, designing and managing projects that create shared value for a complex, urbanising and resource scarce world.

Our Behaviours underpin our Health, Safety and Wellbeing policy

Our commitment to employee health, safety and wellbeing (HSW) sits at the core of our Global People Strategy and is grounded in our Global RPS Behaviours. Explicit in our Stronger Together behaviour is that “We act responsibly for our own health, safety and wellbeing and that of others”. It is our belief that accidents can be prevented, and we are committed to maintaining exemplary standards of HSW. We aim to promote a working environment that supports the physical and mental wellbeing of our employees, and it is our intent to achieve continuous improvement in our management systems, activities and performance.

We promote a culture of accountability

The RPS Board has overall responsibility for HSW and for ensuring this remains an integral part of our activities. A positive HSW culture is promoted at all levels of the organisation and is a key managerial responsibility.

The Chief Executive of each business segment and our Global Functional leaders are accountable for meeting statutory HSW obligations and implementing proactive measures to achieve a continuous improvement in HSW management.

Managers and employees are expected to comply with all HSW requirements and escalate any concerns so these can be addressed. All employees will act responsibly for their own HSW and that of their colleagues, and will work collaboratively with clients, contractors and others to ensure a safe working environment.

Risk Management

We will identify, manage and monitor risk with the aim of removing it. Where it is not possible to eliminate hazards, the associated risks will be reduced to an acceptable level. We will always prioritise our resources and risk mitigation to incidents that could either be life threatening or life impacting. We will ensure that our statutory duties are always met by employing competent people to assist in the management of risk.

Resources

We use effective and detailed HSW management systems, supported by our competent safety professionals. We will ensure all employees receive appropriate information, instruction, supervision and training to enable them to carry out their work safely. We will use all reasonable endeavours to protect the HSW of our employees and others who may be affected by our activities.

Compliance and monitoring

Each RPS business segment and functional area is responsible for identifying and complying with the HSW legislation applicable to its activities, in the countries where we work. We will monitor the effectiveness of the HSW Policy. We will set objectives for health, safety and wellbeing, and keep these under review.

If HSW incidents do occur, we will ensure they are robustly investigated with a view to identifying appropriate actions to prevent recurrence.

The co-ordination of our safety professionals, and reporting on safety performance is the responsibility of the Group People Director, supported by the Head of HSW.

This Policy will be reviewed annually or sooner if there are significant changes. Any revisions will be communicated to our staff.

John Douglas
Group Chief Executive



Liza Kane
Group People Director



Date 1st October 2021