

John Laing Group plc – Health and Safety Policy

John Laing is a specialist investor in, and manager of infrastructure assets. John Laing believes that proper attention to the health and safety of its employees, subcontractors, and the community within which the Company operates is a key element of effective business management and sees health and safety as an important measure of business performance and essential to our reputation.

The Company is committed to ensuring the health safety and welfare of all its employees and all other persons who may be affected by our direct activities, or those under our control.

The projects in which the Company invests each have their own health and safety policy.

It is our objective to:

- Implement a rigorous process of risk assessment that drives the development of controls to prevent the possibility of injury or ill health
- Provide sufficient information, advice, training and supervision to ensure that people under our control are fully aware of their responsibilities and are competent to undertake their activities
- Establish channels of communication which encourage and permit all employees and, as appropriate, their representatives to contribute to improvements in our health and safety performance
- Recognise and reward contributions to the maintenance of a health and safety culture, yet apply established disciplinary procedures to those who deliberately or flagrantly breach safety regulations, procedures or directions.

1 Responsibilities

Ultimate responsibility for the proper management of health and safety rests with the Group Chief Executive, supported directly by the divisional Group Managing Directors.

Safety is fundamentally a line management function. Each manager will regularly assess the hazards and risks associated with his or her area of responsibility and ensure that health and safety procedures and practices are sufficient to provide and maintain safe places of work. Managers must allocate resources sufficient to discharge this responsibility, to include the provision of competent staff, information, training and specialist advice.

All employees have a responsibility to work safely to themselves, their colleagues and the environment in which they work. They must fully co-operate with their managers in this regard; maintain their place of work and their equipment in a tidy and safe condition; and must not misuse anything provided in the interest of health and safety.

2 Commitment

The directors will:

- Communicate our Health and Safety policy to all staff at all levels
- Provide appropriate education, training, skills transference and work experience where required to ensure all staff are aware of their health and safety obligations