

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 organisation's daily activities and decision making.

Our health, safety and wellbeing policy is to:

- Actively promote a positive health, safety, and wellbeing culture at all organisational levels and seek continual improvement in our health and safety performance.
- Provide a framework for setting the occupational health and safety objectives.
- Carry out all activities in compliance in accordance with statutory provisions in each jurisdiction in which BDP operates.
- Consider health and safety issues in planning and undertaking BDP business activities.
- Eliminate hazards and reduce occupational health and safety risks.
- Consider our work activities to not adversely affect our employees' wellbeing and mental health.
- Ensure regular consultation and participation with employees on health, safety, and wellbeing matters.
- 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 in the company offices, at home, and whilst working on or visiting sites.
- Implement measures which seek to prevent incidents and cases of work-related ill health.
- Safeguard the health, safety, welfare, and wellbeing of all employees at work, and provide, so far as is reasonably practicable, working environments that are safe and without risks to health.
- Implement emergency procedures, including evacuation in case of fire or other significant incident.
- Ensure that our policy and safety arrangements are available and accessible to all our employees.
- Review and revise this policy regularly as and when required.

Responsibility for the Policy

The BDP Board is responsible for health and safety; collectively, its members must ensure that the organisational arrangements and systems are in place to enable 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 Rebecca Knox of Opus Safety Ltd, BDP's appointed Competent Person.

The responsibility for the appropriate and effective 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 October 2024