

## Integral UK Limited Health and Safety Policy Statement

Integral, and its associated and subsidiary companies in the UK, is fully committed to achieving the highest standards of health and safety management and performance in order to safeguard our employees, clients; sub-contractors; and any other person that may be affected by our actions and activities.

We recognise that our people are our strength and that their skill and attention to detail allows us to deliver the exceptional service that we are renowned for. The UK Board, under my leadership, actively promote a culture of 'health and safety best practice', which will lead to the avoidance or reduction of risks to our stakeholders, including our employees. We are committed to reducing accidents and incidents to the lowest possible level within the organisation. We will, of course, comply with the 'Health and Safety at Work Act 1974', and its associated legislation, through ensuring that our OHSAS 18001 safety management system is implemented across all activities and operations. We recognise that good health and safety performance is a positive business investment, and is the responsibility of both management and employees.

In light of our recent acquisition with JLL we will collaborate and share best practice between both organisations which will ensure that we achieve industry-leading health and safety excellence in the business sectors in which we operate.

As Managing Director of Integral, I will ensure that sufficient resources are provided to ensure effective management and implementation of our Safety Management System. As such systems are in place to evaluate the effectiveness of the management system with quarterly management meetings to review performance; business objectives and, if necessary, implement revisions in the light of legislation or organisational changes.

Each Regional Director is responsible for ensuring they have:

- Implemented all relevant health and safety policies/procedures and have clearly defined departmental process for ensuring safe systems of work;
- The safest possible environment for clients, visitors, employees, contractors and any others, who may be affected by our activities;
- Suitable mechanisms in place to achieve compliance with relevant legislation and associated codes of practice;
- Effective lines of communication with staff, contractors and relevant enforcement agencies;
- An effective risk management process, which minimises risks through assessment, determining priorities and objectives for eliminating hazards, and reducing risks. Risks that cannot be eliminated are minimised by the use of physical controls or, as a last resort, through systems of work and personal protective equipment;
- Provided to their teams adequate information, instruction and training to meet employee and business needs;
- Provided adequate resources for such implementation;
- Requirements for all employees, contractors and business partners, to work safely and with consideration for the health and safety of themselves and others.

We will continue during 2017 to apply the development of responsibilities and relationships, leading to a positive health and safety culture, and secure the implementation and continued development of our health and safety policies.

Objectives and targets are set for 2017 and beyond, with the assistance of the National Director of HSE and the full support of the UK Board and cover all UK operations and performance against these will be reviewed at regular intervals.

We will continue to engage with our employees and their representatives in order that they can raise and discuss any matters relating to health and safety. New and existing personnel are made aware of the company's Health and Safety policy through induction sessions and ongoing training.

In addition to Integral UK Limited fulfilling its responsibilities for health and safety, all employees are required to follow the Integral 10 Cardinal Rules and:

- Take reasonable care for their own health and safety, and that of others, who may be affected by their acts or omissions;
- Co-operate with Integral Limited on matters relating to health and safety at work, by complying with procedures and instructions;
- Not knowingly act in such a way, which may cause either themselves or the Company to be in breach of the law, or damage the reputation of the Company;
- Correctly use any items of equipment, in accordance with training given, and not interfere with or misuse, any item of personal protective equipment provided;
- Attend general and work-related health and safety training as required;
- Inform their line manager at the earliest opportunity, if during the course of their work, they are injured, become unwell or are involved in, or become aware of, any potentially unsafe situations.

This Policy will be updated on an annual basis, unless specific legislation requires it to be changed on a different periodic basis.

Signed:



**BRYAN GLASTONBURY**  
**MANAGING DIRECTOR**

8<sup>th</sup> February 2017