

HEALTH, SAFETY AND WELLBEING POLICY

1 Policy statement

Health, Safety and Wellbeing (HSW) is Tideway's core value. '*We do things safely, or not at all.*' It is Tideway policy to prevent incidents and injury to individuals by ensuring that Health, Safety and Wellbeing is managed the *RightWay*.

This means more than just complying with the law. RightWay is about creating a culture that ensures HSW is at the forefront of everything we do. When staff work on Tideway, they work the RightWay.

RightWay is underpinned by 6 pillars, as detailed below:

- **Leadership** - HSW is led by every employee within Tideway, from the Client Senior Leadership Team to the Contractors working on the programme.
- **Competence** – Tideway ensures that its staff, teams and contractors are trained, experienced and well-informed about their working environments to help them manage their risks.
- **Health and Wellbeing** – Tideway ensures that health and wellbeing are given as much emphasis as safety in all aspects of the programme.
- **Safe and Secure Workplace** – Tideway aims to ensure that its workplaces are safe and secure at all times and that processes are in place to highlight when they are not.
- **Communication** - Effective processes will be in place for communicating HSW to appropriate parties working across the Tideway Alliance.
- **Performance and Improvement** - Tideway is committed to performance measurement and continual improvement.

Through the implementation of the Tideway Operating Model, Tideway will achieve its RightWay ambitions by:

- Taking an industry-leading approach to empowering the workforce - the EPIC journey begins with attendance at our immersive, interactive, induction day.
- Implementing effective Health and Safety management systems that ensure the elimination and mitigation of risks, and continuous improvement through the establishment of strategic objectives.
- Setting clear expectations of our contractors and onward supply chains through comprehensive contractual arrangements.

The content of this policy is applicable, and will be communicated to, all people working on the Tideway programme. This policy will be reviewed on an annual basis or sooner, if necessary.



Andy Mitchell

Chief Executive Officer

10-May-2023

Steve Hails

HSW Director

10-May-2023