



## POLICY ON HEALTH & SAFETY AT WORK

We, the Board of VINCI PLC, are fully committed to a process of demonstrable, continuous improvement in pursuit of health and safety excellence. This complements the Group's core values which include transparency, integrity and respect for people along with our ultimate goal of zero accident performance.

It is therefore our intention that the operations of the Group's Companies and their Division are executed at all times in such a manner as to protect the health and safety of any person. This commitment includes the prevention of injury and the avoidance of ill health.

In order to make this a reality each Company and, as appropriate, Division within the Group will adopt a management system that complies with current legislation and with the requirements of BS OHSAS 18001:2007.

Both the management system and its implementation will reflect, as a minimum, compliance with relevant legislation; industry best practice and contract conditions. The Director targets for the individual businesses will reflect this situation.

As an important part of this process the Directors of each Company and, as appropriate, Division will establish an organisation, reflecting the management structure of the business, with responsibilities for controlling all aspects of health, safety and the protection of the environment. They will also set and monitor appropriate objectives which relate to areas of the business that require improvement. Persons defined as members of an organisation, referred to earlier in this paragraph, will when necessary be given training to enable them to carry out their responsibilities. This organisation, which will also implement the Construction (Design & Management) Regulation responsibilities, is detailed in Part 2 of the Policy document.

Part 3 of this document shows the risk assessment arrangements which each Company and, as appropriate Division, will undertake to enable the work, undertaken by its employees, to be planned safely. This section details the likely hazards involved with the organisation's operations, the levels of risk and control measures that will be taken to eliminate or control them. The draft document listed in Part 3 will be used to form a site specific or works specific risk assessment which will be revised as the work progresses to reflect the actual operations taking place and site conditions.

All sections of the Policy and the additional supporting documents in the form of "Blue Memoranda", and the Construction Safety Manual are available on the Group's intranet systems.

The Board of VINCI PLC recognises the value of employee participation in health and safety matters. We recognise both the informal, on the spot initiative by the individual workmen and the formal route, associated with committee meetings and in some cases Trade Union Representatives, or a mix of all three situations. Accordingly, management teams are encouraged to organise the consultation procedure that best suits their particular situation in accordance with the UK Contractors Group Strategy.

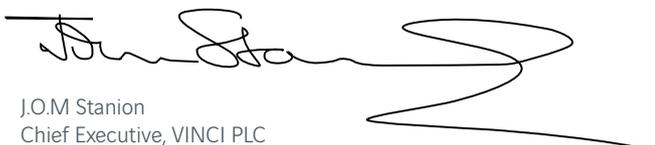
The whole policy document will be available on the intranet in addition to being provided in hard copy format to appropriate persons. Appropriate sections, in particular Parts 2 & 3, shall be explained to members of the management team to enable them to understand their responsibilities clearly. In addition, Part 1, this Policy Statement, will be made available to members of the public via the Group's web site and on request from the head offices at Watford.

This document will be revised to take account of any new work situations and their associated hazards or improved methods of control as well as changes in the organisational structure of the Company concerned. These alterations will be brought to the attention of persons affected by the changes.

VINCI PLC supports the UK Contractors Group Initiatives and has adopted these detailed requirements.

Whilst paper systems are important, as they provide a structure and assist individuals to understand the part that they are expected to play, they do not on their own produce acceptable health and safety standards,

Health and Safety excellence will not be achieved unless everyone in the Group has a positive attitude, which includes an understanding of what "Best practice" looks like, as intolerance of poor performance, and a preparedness to take action to ensure consistently high standards. I, and my colleagues on the VINCI PLC Board are keen to play our part in this process however, we expect you to provide a substantial contribution.



J.O.M Stanion  
Chief Executive, VINCI PLC



A. Ridley-Barker  
Managing Director