

## Key points Royal BAM Group Safety Policy

These key points must be seen as an addition to and in coherence with the Code of Conduct as established by the Executive Board.

- Occupational accidents, ill health and disability are avoidable
- Personal damage and injury, and damage to property of third parties must be avoided at all times
- Hazards, which give rise to a risk to health and safety are unacceptable and should be reduced to an acceptable level through the application of control measures
- The Board of Directors of each operating company is responsible for the implementation of the Royal BAM Group's health and safety policy in their organisation
- Continuous and systematic improvement must be an integral part of the health and safety management system within each operating company
- BAM employees do not give unsafe orders, or work to unsafe orders given by others

## Making BAM a safer place

*As Royal BAM Group we want to excel internationally in working safely, and we want to rank among the top-3 of the safest European construction companies. We have formulated our expectations concerning safe behaviour (leadership), a safe organisation & technology, and safe collaboration in the chain as part of our Strategic Agenda 2013-2015. As from 2013, we will work with our operating companies world-wide towards an 'open safety culture' in which we actively call each other to account on (un)safe behaviour.*

### "I wish I had interfered..."

It is a situation that sounds familiar to all of us. Climbing on a chair to take something off the top shelf. Filtering in quickly to evade a long traffic-jam. Sometimes, it is only a matter of a scratch and some minor damage to the bodywork, but the consequences of one second of carelessness can be considerably more serious. Regrets after the event. Sadness. We ask ourselves why we had not corrected unsafe behaviour – our own and other people's unsafe behaviour. On the shop floor, too, every accident is one too many. It is a reason for Royal BAM Group to spring into action. From this year onward, we actively put our safety policy into practice with our operating companies world-wide. Our motto is: 'Making BAM a safer place'. We want to reduce the number of work-related accidents substantially, but we need your help. In this letter, you can read which steps we have already taken at a group level and what we expect of the operating companies.



## From the head to the heart

In the past few years, Royal BAM Group has primarily taken a rational approach to the safety issue, via procedures, regulations and statistics. Additionally, we worked on enhancing safety awareness. It becomes clear that the rational safety approach has reached its ceiling. Still more procedures and awareness measures will not lead to a substantial reduction of the number of accidents. We aim at making safety a topic to be mutually discussed by the people even more, with an emphasis on approaching safety from the heart. We want to show everybody who works for and with BAM, including employees, customers and chain partners, that their safe return home is our first priority. To accomplish this, we are starting an international open dialogue with our operating companies on the biggest risks that cause serious and sometimes even fatal accidents every year (BAM's Big 5). This should trigger concrete actions tailored to the operating companies.

## Safety principles

What makes us tick as BAM has been summarised in the safety principles, on which the code of conduct is based. The safety principles reflect our commitments, also with respect to other parties. The code of conduct encourages action and taking each other to account – in short: demonstrating personal leadership. We want to use it as an instrument to reduce the number of accidents further. Zero accidents – this is our joint aim. Our main objective is that everybody who works for and with BAM, returns home from work safely.

Royal BAM Group has defined three safety principles:

- **Respect:** take good care of yourself and of the people you work with: colleagues, customers, subcontractors and co-makers, designers, suppliers, and people in your surroundings.
- **Comply:** with the contract, local legislation, standards and procedures.
- **Intervene:** take action when situations can be improved, are unsafe or are not in conformity with the regulations.



## TEN RULES OF CONDUCT HAVE BEEN ESTABLISHED ON THE BASIS OF THE PRINCIPLES MENTIONED



1 I understand my job, and I am aware of the associated risks. If anything is unclear, I will ask for additional information;



2 I call other people to account on unsafe behaviour, and I accept that others can also call me to account on unsafe behaviour;



3 I exclusively give safe instructions and exclusively follow safe instructions;



4 I work with approved materials and equipment and only if I am authorised to use it;



5 I only start with my work after I have been instructed correctly (formally). I follow these instructions;



6 I use my compulsory personal protective equipment;



7 I keep my workplace clean, safe and



8 I do not work when I am under the influence of drugs, medication or alcohol;



9 I do not walk or stand under suspended



10 I do not work with installations or equipment that are charged, unless I am authorised