

### Company policy statement

# Health, safety and welfare

# 2021

This Policy covers our approach in Vistry Group PLC and each of our subsidiaries.

Vistry Group PLC is committed to a policy of effectively managing all aspects of health, safety and welfare. **This commitment extends to all workplaces, employees and others affected by our operations.**

Vistry Group recognises that achieving high standards of health and safety is an integral part of Business performance. Whilst all statutory provisions will be complied with as a minimum, the Company will take all reasonably practicable measures to ensure continual improvement in health and safety standards by setting appropriate objectives and targets.

The Executive Leadership Team (ELT) accepts that it has the overall responsibility for health, safety and welfare, supported by the Safety, Health and Environment Leadership Team (SHELT). The ELT and SHELT will ensure that such resources, facilities, finances, information, instruction, training and supervision are provided, as is necessary, to minimise the risk of injury or ill health and to maintain a positive health and safety culture and performance throughout the Group.

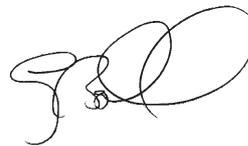
The Vistry management at each Business Unit is responsible for the implementation of this Policy and for ensuring risks to the health and safety of all persons are assessed and safe systems of work devised in line with the Vistry Health, Safety and Sustainability Management Systems. Health and safety responsibilities have been defined for all Vistry personnel and are contained within the Company's Standard Operating Procedures (SOP).

Vistry is also committed to ensuring that the behaviour of our people, at all levels, is consistent with an improving safety culture. Our vision is to create and maintain an environment where we care for our people, and those who work with us, is our top priority; where the belief that all accidents are preventable prevails.

All employees and contractors are expected to co-operate with Vistry in the implementation of this Policy and the supporting Health, Safety and Sustainability Management Systems. They will ensure that their own work, so far as is reasonably practicable, is carried out with minimum risk to themselves or others. Consultation with staff and operatives will be structured to ensure feedback is encouraged to continually improve safe systems of work and prevention of ill-health.

This Vistry Policy Statement will be issued to all employees, uploaded to the Intranet, displayed prominently at all workplaces and be available on request to all interested parties. The SOP's for implementation of the Policy will also be available on the Intranet and at all workplaces for reference by any employee as required.

The Health and Safety Policy is continually being monitored and developed and will be formally reviewed annually, though on exception, amendments may be implemented at other times as required by legislative changes or work practices.



Greg Fitzgerald  
**Chief Executive**  
January 2021