

HEALTH AND SAFETY POLICY STATEMENT

Acivico Group is the parent company to three trading entities: Acivico Building Consultancy Limited, Acivico Design, Construction and Facilities Management Limited, and Acivico Traded Services Limited. These offer a wide range of ethical built environment advisory services to the public and private sectors and include strategy, design, technical advisory, cost consultancy, project management, sustainability, facilities management, energy management, building control and surveying.

Building for Good: We use our expertise to promote public wellbeing and sustainable development.

As Group Managing Director of Acivico Limited, I recognise our responsibility for the management of occupational health, safety, and wellbeing, and provide our below statement of intent:

1. Acivico is firmly committed to upholding its obligations regarding health, safety and wellbeing, including, but not limited to, the following principles:
 - a. Providing safety and healthy working environments to prevent work-related injuries and ill health, which are appropriate to the size, context and purpose of the company, and the specific nature of OH&S risks and opportunities,
 - b. Fulfilment of legal and other mandatory requirements,
 - c. Identification and elimination of hazards, while reducing OH&S risks,
 - d. Encouraging worker consultation and participation in matters of OH&S, including Safety Representatives,
 - e. Continual improvement of the OH&S Management System.
2. Our genuine intention is to attain high standards of workplace health and safety, while ensuring, so far as is reasonably practicable, the health, safety and wellbeing of all employees, visitors, contractors, and others who may be affected by the Company's activities.
3. We acknowledge that effective workplace health and safety is a shared responsibility between the company and employees. To this end, we promote a proactive health and safety culture that includes all employees.
4. All information needed to operate the OH&S management system and meet legal and other requirements is provided to employees by their line manager. All employees have access to the documented OH&S management system. All employees have a responsibility to comply with this management system.
5. The Group Leadership Team have ultimate responsibility for OH&S and regularly review this policy – and the OH&S management system - for continuing suitability. They are supported in this by the Management Teams and the SHEQ Manager. Any changes to the OH&S management system or to this policy are communicated to all employees.
6. We will provide the necessary training, guidance, information, and support to empower employees at all levels in the organisation to be influential stakeholders in their own safety, and the safety of others.
7. The Acivico Board, Group Leadership and Management Teams strive to continually improve services, processes and systems by setting improvement objectives that are:
 - a. Consistent with this Policy,
 - b. Measurable,
 - c. Regularly reviewed for continued suitability,
 - d. Communicated – in an understandable format – to all employees.
8. The Acivico Board, Group Leadership and Management Teams ensure adequate resources are both provided and effectively managed to support these objectives. To further support these objectives we operate a comprehensive, coordinated occupational health and safety management system across all parts of the business. This system is designed to meet the requirements of **ISO 45001:2018**.
9. The policy and OH&S objectives are compatible with the strategic priorities agreed in the Group Corporate Plan 2024-30.



Marina Robertson
Group Managing Director
Signed on behalf of Acivico Group