

BT Group Policy on Health, Safety & Wellbeing



We believe that health, safety and wellbeing are critical contributors to our future commercial success.

BT cares about its people and will take a positive approach to their health, safety and wellbeing through the promotion of healthy behaviours to help them avoid illness or injury arising from their work or their lifestyle.

Wherever we operate we will:

- Strive to prevent any physical or psychological harm caused by our commercial activities.
- Make sure that our people are given effective protection in the workplace.

Whilst acknowledging and accepting our legal obligation to protect the health and safety of all who may be affected by the way we work, we also recognise the need to keep our people engaged and motivated as an enabler of excellent business performance.

We believe that this occupational and social approach to health is the most effective means of ensuring our people are able to thrive in the modern commercial environment.

Our goal is 'zero avoidable harm'. To achieve this goal, we will commit resource and effort as well as measuring ourselves against publicly available targets.

Management teams will ensure that health and safety is a core consideration of planning, delivery, monitoring and review processes at a strategic and operational level.

This is a responsibility that must be shared by all our people whether they undertake tasks themselves or supervise the work of others.

We will equip all our people with the necessary skills through the provision of information, instruction and training to enable them to contribute fully to our aims.

In support of the operational management teams, a network of Safety Champions has been established to provide oversight and challenge where operational management decisions have the potential to compromise these objectives.

Safety Professionals are in place to provide technical advice into the business supported by external consultancy as necessary.

[Trades Unions and Works Councils also play an important role in the delivery of health safety and wellbeing performance. BT is committed to meaningful and constructive joint working with these groups through formal consultation and informal partnership arrangements as part of its delivery strategy.]*

*** Alternative legal statement required for US jurisdictions:**

[In addition, BT is committed to compliance and adherence to federal and state health and safety laws and regulations, as applicable. However, nothing in this Statement shall confer any rights or obligations on the Company or its workforce beyond which is required by applicable law.]

A handwritten signature in black ink that reads 'Gavin Patterson'.

Chief Executive, BT Group

Gavin Patterson
CEO British Telecom