



## Health, Safety & Environment

### Group Policy Statement

BT Group's ambition is to be the UK's most trusted connector of people, business and society.

To be trusted by our customers, we must first be trusted by all our stakeholders to provide a working environment where the highest standards for Health, Safety and Environment (HSE) and Wellbeing are embedded into our culture and our daily activities.

My leadership team and I are therefore determined to ensure the health, safety and wellbeing of our colleagues, contractors, suppliers, customers, visitors and members of the public at all times.

We are committed to protecting the environment and building a sustainable future, with a particular focus on energy management and reducing our carbon emissions, our most significant environmental impact.

We embrace continual improvement by operating effective management systems to ensure our HSE risks are identified, controlled and responsibly managed, hazards are eliminated, and that ownership and accountabilities are clearly defined and understood.

Our aim is to surpass the standards required for legal and regulatory compliance obligations, with the ultimate goal of achieving zero avoidable harm, optimum physical and mental health and the prevention of pollution.

We will:

- Provide and make available sufficient information, instruction, training and supervision to colleagues and partners to ensure they are fully aware of their responsibilities and competent to undertake their activities.
- Allocate appropriate resources to develop, maintain and continually improve our management system, policies, standards, frameworks and key controls.
- Provide safe and healthy working conditions in order to prevent work related injury and ill health.
- Continually improve our HSE performance by setting and reviewing objectives and targets.
- Take a leadership role with our contractors, assisting them to improve their own HSE performance.
- Ensure that colleagues and their representatives participate and are appropriately consulted.
- Consider HSE and wellbeing risk management in the design of facilities, equipment, systems and processes and incorporate these into specification, design and procurement activities.

This policy applies to all BT Group companies globally, and to everyone who works for or on behalf of BT Group. Meeting the high standards we set will rely on all of us working together in partnership.



**Allison Kirkby,**  
**Chief Executive, BT Group**  
**February 2026**

