

Health, Safety & Environment

Group Policy Statement

BT Group's ambition is to be one of the world's most trusted connector of people, devices and machines.

Health, Safety and Environment (HSE) and Wellbeing will always be key priorities at BT Group, and they are fully embedded into the foundations upon which we operate, our culture and our activities.

This policy applies to all BT companies globally, and to everyone who works for or on behalf of BT Group.

My management team and I are resolute in our undertakings to ensure the health, safety and wellbeing of our colleagues, contractors, suppliers, customers, visitors and members of the public.

We are committed to protecting the environment and building a sustainable future, achieving effective environment and energy management with particular focus upon reducing our carbon emissions, BT Group's 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.

The applicable legal, regulatory and other requirements are considered a minimum obligation. Our aim is to go beyond legal compliance in order to achieve 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 are 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.
- Adopt 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.

Building a better BT Group for the future requires a team of safe, fulfilled, happy and healthy people working in a culture where everyone can thrive. This can only be achieved with the total involvement of all our colleagues and partners, and we commit to working in partnership across our stakeholders to apply this policy.



Allison Kirkby,
Chief Executive, BT Group
February 2024

