



Our health, safety and wellbeing policy statement.

Our ambition is for BT to become the world's most trusted connector of people devices and machines.

Health, Safety and Wellbeing will always be a priority at BT. We give this commitment to all our colleagues and contractors, customers, visitors and members of the public.

My management team and I are committed to your Health, Safety and Wellbeing. We will ensure that our risks are identified, controlled and responsibly managed and that responsibilities and accountabilities are clearly defined and understood.

Building a better BT for the future needs a team of safe, fulfilled, happy and healthy people working in a culture where everyone can thrive.

Our vision is to go beyond legal compliance, promoting a culture of continual improvement with the aim of zero avoidable harm.

We will

- Integrate Health, Safety and Wellbeing considerations into all aspects of the work we do. Our employees will receive suitable and sufficient information and training to carry out their duties, and will be aware of their specific and general responsibilities.
- Allocate suitable resources to embed and continually improve our management system, policies, minimum standards and frameworks, to allow us to build a safe and healthy workplace and prevent work-related injuries, ill health and diseases.
- Monitor our performance and practices to identify opportunities for improvement, and adopt a leadership role with our contractors, assisting them to continually improve their own Health, Safety and Wellbeing performance.
- Set challenging targets and objectives, and regularly audit our Health, Safety and Wellbeing management system and performance.
- Ensure that employees and their representatives are involved and consulted as appropriate and will report against our targets to the interested parties.

If you have any questions, concerns or suggestions, I encourage you to speak to your manager or the Health, Safety and Wellbeing team.

A handwritten signature in black ink that reads 'Philip Jansen'.

Philip Jansen
Chief Executive, BT Group
October 2021