



Health, Safety & Environment Policy

Group Policy Statement

Health, Safety and Environment (HSE) and Wellbeing are key priorities for BT Group and the foundations upon which we operate.

My management team and I are committed to ensuring that we provide a sustainable environment that incorporates the health, safety and wellbeing of our colleagues, contractors, suppliers, customers, visitors and members of the public.

Our ambition is to be the world's most trusted connector of people, devices and machines - where HSE and wellbeing management is always fully integrated into our business culture and activities.

This policy applies to all BT Group companies globally and to everyone who works for or on behalf of BT Group including colleagues, contingent workers, partners, suppliers and other third parties.

We are committed to protecting the environment and achieving effective environment and energy management with particular focus upon reducing our carbon emissions, which is BT Group's most significant environmental impact.

We embrace the philosophy of continual improvement by operating effective management systems to ensure that hazards are eliminated, our HSE risks are identified, controlled and responsibly managed and that responsibilities 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 incorporating 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. These ambitions can only be achieved and carried through with the total involvement of all our colleagues and partners. With them we commit ourselves to applying this policy.

Philip Jansen
Chief Executive, BT Group
September 2022

Appendix

1.1 Standards directly linked to this Policy

- Health & Safety Management System and Culture
- Occupational Travel and Road
- Fire Safety
- Work at Height
- Electrical Safety
- Electromagnetic Fields (EMF)
- Lifting Operations and Manual Handling
- Work in Highway
- Hazardous Substances and Transport of Dangerous Goods
- Work Equipment
- Workplaces and Welfare
- Management of Third Parties
- Construction and Engineering
- ISO 14001 Certification
- Site Aspect
- Decarbonisation Aspect
- Product Stewardship Aspect
- Specialist Assets Aspect
- Networks Aspects (EMS Aspect)
- Procurement (EMS Aspect)

1.2 Other Relevant Policies and Standards

- Our People Policy (including Employment Policies)
- Supply Management Policy
- Procurement Standard
- Supplier Standard

2 Key Roles

The key roles are outlined here:

[Roles and responsibilities for health & safety \(bt.com\)](https://www.bt.com)

Version Control

Version	Approval Date	Reason for Change
1.0		N/A – new version for new Policy Framework