

# Health & Safety Policy Statement



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## Statement of Intent

FirstGroup's approach to safety is driven by a strong commitment to continually improve and put the safety and the wellbeing of our colleagues and customers at the heart of everything we do. For safety to develop we believe there must always be a focus on getting the basics right, which includes identifying and avoiding safety risks, maintaining a mature H&S management system and nurturing a progressive safety culture. We aim to prevent and ultimately eliminate all injuries and any loss or damage arising from incidents.

### We will achieve this by:

- Committing to provide safe and healthy working conditions for the prevention of work related injury and/or ill health
- Maintaining and maturing safety management systems aligned to the organisations risk profile and our legal duties
- Actively engaging with our colleagues, trade unions and safety representatives
- Ensuring our businesses are properly resourced and colleagues are trained, competent and developed to undertake their roles and responsibilities without compromising safety
- Promoting a progressive safety culture through visible and committed leadership
- Using data, audit outcomes, reports of near misses, incidents, accidents and investigations from within, and external to, the company, to provide insights and learnings to strengthen our safety management system
- Ensuring that all serious incidents/accidents and investigation outcomes are reported to the Executive Committee, the Responsible Business Committee or the Board depending on the severity
- Setting realistic performance targets for continual improvement
- Monitoring progress on health and safety performance in all our operations and conduct periodic audits to provide assurances that organisational objectives are being met

### We expect our colleagues to:

- Care about their safety, the safety of other colleagues, customers, contractors, members of the public and anyone else who comes into contact with our operations
- Report health and safety hazards, defects, near misses and incidents/accidents
- Lead by example, implement this policy and other associated policies & procedures
- Create a culture where health, safety and wellbeing is at the heart of everything we do
- Be open, honest and speak out about safety, health or wellbeing concerns

### This Health & Safety Policy shall:

- Be communicated within the organisation
- Be reviewed on an annual basis
- Be available to interested parties, and key stakeholders, members of the public

For and on behalf of the Board of FirstGroup plc

A handwritten signature in blue ink, appearing to read "Graham Sutherland".

**Graham Sutherland**  
Chief Executive Officer  
18 March 2026