

The Berkeley Group Holdings plc

Health, Safety and Wellbeing Policy Statement

At Berkeley, our goal is to create a positive environment for our people, one that fosters respect, support, wellbeing, safety and inclusivity. We are committed to operating incident and injury free, and aspire to have a positive health impact on all those employed and affected by what we do.

Working with our supply chain we aim to achieve industry-leading performance, demonstrate clear and unequivocal leadership to others, and never knowingly compromise on Health, Safety & Wellbeing.

We acknowledge that the key to successful Health, Safety and Wellbeing management requires an effective policy, organisation and arrangements, which reflects the commitment of the Main Board.

In support of this commitment, we will continually measure, monitor and revise our arrangements where necessary to ensure that the required Health, Safety and Wellbeing standards are met.

We recognise that strong leadership through our management structure is key to delivering a successful Health, Safety and Wellbeing management and satisfactory business performance. We will allocate adequate finances and resources accordingly.

We consider the promotion of Health, Safety and Wellbeing to be beneficial for our business corporately, our staff, those employed within our supply chain and those affected by what we do. It is therefore our aim to prevent personal injury, damage to property and to protect everyone, including visitors and members of the public, in so far as they come into contact with the company or its activities, from any foreseeable hazard or danger.

We will ensure the following:

- Continued consultation with our workforce.
- A systematic approach to identifying hazards, assessing the risk, determining suitable and sufficient control measures and informing employees of the correct requirements.
- Appropriate information, instruction, training and supervision.
- The recognition of all health and safety legislation as the minimum standard and will expect management to go beyond this in many areas.
- A supporting Health, Safety and Wellbeing Policy Statement is produced by each Division together with details of their organisation for implementing their own arrangements.

We expect our employees to:

- Be responsible for the Health, Safety and Wellbeing of themselves and others.
- Co-operate with the company on health, safety and wellbeing matters.
- Identify and report concerns.
- Not interfere with anything provided to safeguard their health, safety and wellbeing.
- Influence other stakeholders to align with our vision.

The successful implementation of this policy requires the cooperation, commitment and involvement of everyone.

This Health, Safety and Wellbeing policy will be reviewed annually.



Signed

K Whiteman, Group Executive Director



Signed

R C Perrins, Group Chief Executive

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(Next review due May 2025)

