



Berkeley
Group

Health, Safety and Wellbeing Policy

Building homes
Strengthening communities
Improving lives



Health, Safety and Wellbeing Policy

The Berkeley Group is committed to preventing harm and protecting people by managing foreseeable risks across our operations. Our goal is to operate without incident or injury and we aspire to positively impact health and wellbeing.

We recognise that promoting health, safety and wellbeing is integral to our success. Berkeley strives to provide working environments that promote the health, safety and wellbeing of our direct and contractor workforce; to minimise risks to passers-by and the wider community during our activities; and to design homes that consider the health, safety and wellbeing of our customers.

Through clear leadership, defined responsibilities and engagement with our supply chain, we aim to achieve industry-leading performance and to never compromise on health, safety or wellbeing. Effective management of these areas requires robust policies and processes, strong organisational structures, and active oversight by the Main Board, which retains ultimate responsibility for health, safety and wellbeing.

We will ensure the following:

- Recognition of health and safety legislation as the minimum standard, with an expectation that management will go beyond this in many areas.
- Implementation of a management system to provide a systematic approach to assess risks, determine suitable and sufficient control measures, and inform employees and our supply chain of the requirements.
- Supply chain awareness and implementation of this policy and our management system.
- Provision of appropriate information, instruction, training and supervision to employees and the wider workforce as necessary, including a site-specific induction to all contractors working on site.
- Regular assessments of our sites to effectively identify and manage health and safety risks.
- Continued consultation with our direct and contractor workforce, providing processes for participation in health, safety and wellbeing management.
- Ongoing monitoring and evaluation of performance, improving our arrangements as necessary to uphold the highest standards.
- Effective management and maintenance of our build to rent portfolio.

The successful implementation of this policy statement requires the cooperation, commitment and involvement of everyone. This policy statement will be reviewed at least annually and amended where appropriate.

Signed:



Richard Stearn
Chief Executive

Reviewed April 2026

