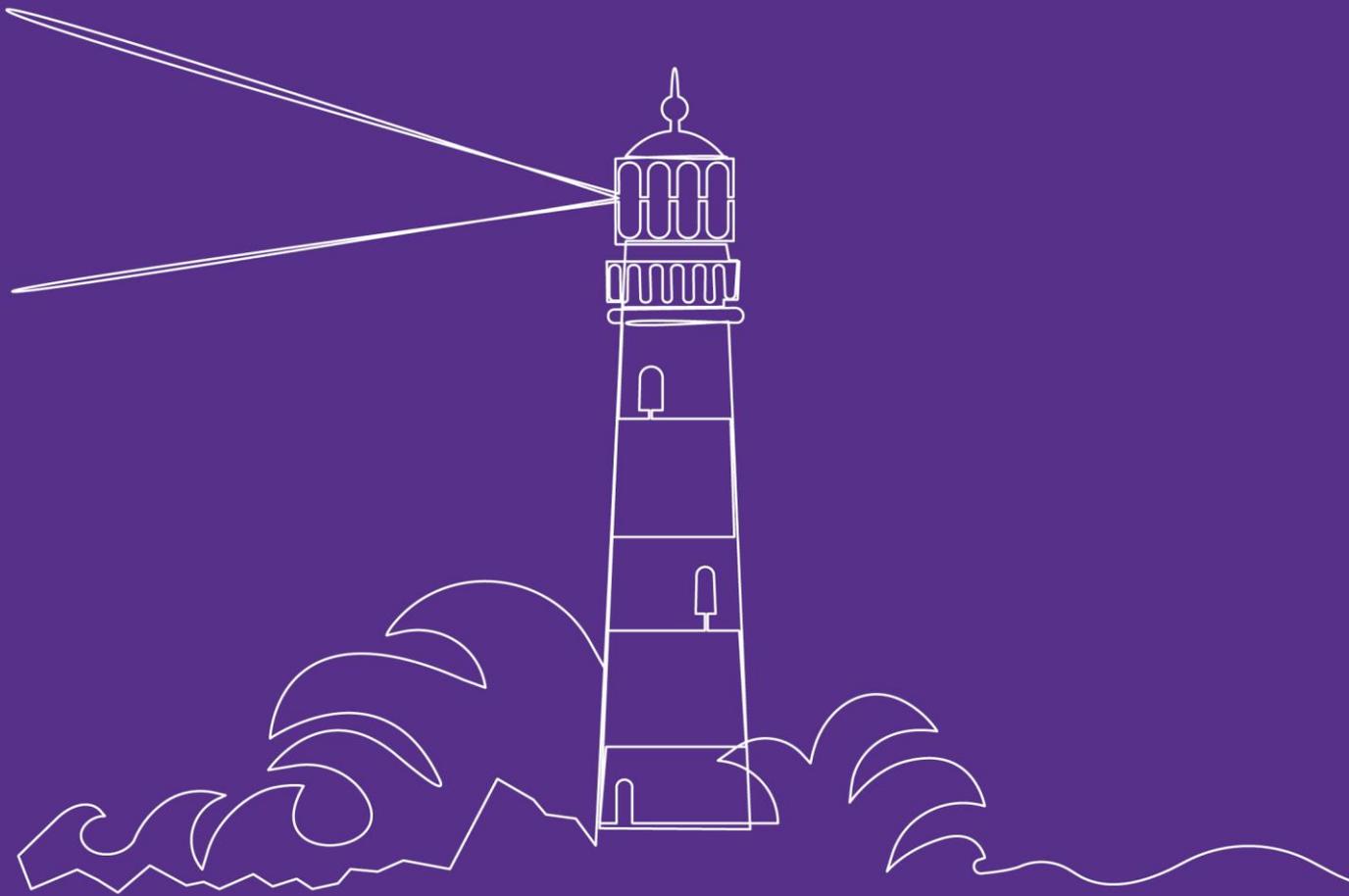
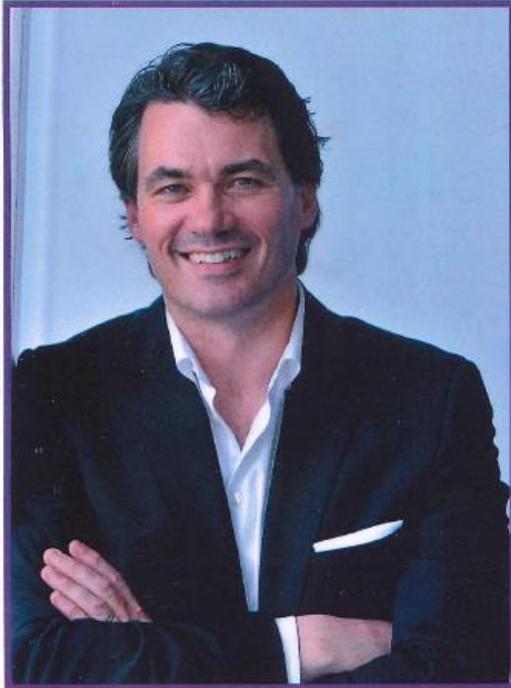


# PROTECTING OUR MOST IMPORTANT ASSET

Our Group Health, Safety and Wellbeing Policy



## Health & Safety Your wellbeing in BT



“ The health, safety and wellbeing of everyone who works for BT is a vital consideration in everything we do.

We'll make sure our people are protected as far as possible from the risk of injury — wherever we operate. We'll support colleagues to get the very best out of their working lives, regardless of health problems or disability. And we'll avoid harming others in our operations.

I'm proud of the improvements we've made in recent years. But there's still more we can do to achieve our ultimate goal of 'zero avoidable harm'.

Management teams throughout the business are accountable for meeting our H&S requirements. But we all have a personal responsibility to look after ourselves and each other. So let's work together for a safer working environment. It will be better for all of us, and plays an important part in protecting BT's reputation.

Thanks.

*Gavin Patterson*

Chief Executive, BT Group

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## 1. Why do we have this policy?

We care about our people and we take a positive approach to their health, safety and wellbeing.

We also believe that health, safety, and wellbeing are critical contributors to our future commercial success.

## 2. Who does it apply to?

This policy applies to all BT and EE people employed within the BT Group and all others that may be affected by our operations as required by local law. This document is a guide and doesn't form part of any contract. We may change this policy from time to time, subject to any agreed consultation processes.

## 3. Our aims

Wherever we operate we'll:

- Strive to prevent any physical or psychological harm caused by our commercial activities
- Make sure that our people are given effective protection in the workplace
- Organise work in a way that seeks to promote good health and wellbeing
- Promote healthy behaviours to help our people thrive and avoid illness or injury arising from their work or their lifestyle

## 4. Our guiding principles

Whilst acknowledging and accepting our legal obligation to protect the health and safety of all who may be affected by the way we work, we also recognise the need to keep our people engaged and motivated as an enabler of excellent business performance.

We believe that this occupational and social approach to health is the most effective means of ensuring our people are able to thrive in the modern commercial environment.

Our aspiration is firstly to achieve 'zero avoidable harm' and secondly to maximize the wellbeing of our people. To achieve this, we'll commit resource and effort as well as measuring ourselves against publicly available targets.

Management teams will ensure that health and safety is a core consideration of planning, delivery, monitoring and review processes at a strategic and operational level. This is a responsibility that must be shared by all our people whether they undertake tasks themselves or supervise the work of others. We'll equip all our people with skills through the provision of information, instruction or training to enable them to contribute fully to our aims.

In support of the operational management teams, a network of safety champions or an equivalent service<sup>1</sup> has been established in many countries to provide oversight and challenge where operational management decisions have the potential to compromise these objectives. A network of safety professionals is in place to provide technical advice into the business supported by external consultancy as necessary.

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<sup>1</sup> Not all countries have access to BT health support services. Please refer to the Health Services Matrix for information on what support exists.

Where they exist trade unions and work councils or equivalent employee groups also play an important role in the delivery of health, safety and wellbeing performance. We're committed to meaningful and constructive joint working with these groups through formal consultation and informal partnership arrangements as part of our delivery strategy.

In addition, we're committed to compliance and adherence to federal and state health and safety laws and regulations, as applicable. However, nothing in this statement shall confer any rights or obligations on the Company or its workforce beyond which is required by applicable law.

## 5. Compliance

The vast majority of our people act professionally and in line with our values, but if you do behave in a way that is inconsistent with this policy or 'The Way We Work', we may take disciplinary action depending on local legislation and regulation.

## 6. Useful links

- [The Health, Safety and Wellbeing Handbook](#).

## 7. HR

There's lots of helpful information along with HR contact details on [HR Home](#).

## 8. Policy owner

Group Health, Safety and Wellbeing.

## 9. Review

January 2020.

## 10. Change History

Version 1.0

Version no	Date	Change made by	Brief details of change
1.0	December 2017	Alex Hodson	Policy wording converted into latest template. Content reviewed for ongoing applicability. Date of next review updated.