

Safety, Health & Environment

Purpose

This policy establishes the framework to safeguard AECOM's employees and stakeholders through effective management of risk and commitment to a Culture of Caring.

Commitment

In recognition of the right to a safe and healthy working environment, AECOM is committed to maintaining the physical, psychological, and social well-being, of our employees, stakeholders, and global communities through appropriate risk management strategies.

To advance our Safety, Health & Environment (SH&E) program, we are committed to:

- Our goal of Zero work-related injuries to AECOM employees and stakeholders, incident prevention and protection of the environment while executing our work.
- Providing a highly effective SH&E management system based on our Life-Preserving Principles that empowers employees and drives continuous review and improvement opportunities.
- Effectively managing critical SH&E risk throughout the project lifecycle, through identification and development of suitable actions using the hierarchy of controls.
- Appropriately meeting client requirements and properly incorporating all applicable SH&E legal requirements and local, state, provincial and national regulations.
- Fostering an exceptional safety culture based on communication, collaboration, and consultation, where our people and stakeholders embrace ownership for the well-being of themselves and others.
- Advancing our goals of pollution prevention, resource conservation and environmental sustainability as set out in the Sustainable Legacies strategy.
- Setting aggressive SH&E performance goals and Core Value Metrics; working with employees and business partners to meet targets and promote continuous improvement opportunities.
- Establishing AECOM as the global provider of choice through safe execution of professional services throughout the project lifecycle.

Participation

Individual ownership of our Safety for Life program is required through participation of all parties in our Culture of Caring.

To that end, we expect our leaders, managers, supervisors, employees, and subcontractors to:

- Commit to the well-being of themselves and of all other stakeholders both on and off the job.
- Demonstrate this commitment through compliance with applicable rules and properly identifying, managing and eliminating hazards and reducing risk in the workplace.
- Engage in planning and training to enable competency and the proper and appropriately maintained equipment, materials, and personal protective equipment required to work safely and respond as necessary to emergencies.
- Take action to stop work if the work cannot be executed safely or if conditions or behaviors on the work activity are unsafe or unhealthy.
- Immediately report SH&E incidents, near-misses, unsafe conditions, and at-risk behaviors; participate in investigations and review findings with appropriate stakeholders to enable implementation of corrective and preventative actions.

Accountability

We expect continuous improvement in our journey toward a "zero" incident culture, where everyone participates and is committed to SH&E excellence.

To that end our leaders, managers, supervisors, employees, and subcontractors will be held accountable to their commitment and participation through:

- Recognition and reward of those who positively contribute to excellent SH&E performance.
- Inspections, investigations and reporting to assess SH&E management system application; elevation of high potential findings to senior and executive leadership to enable appropriate action.
- Appropriate action such as coaching or disciplinary measures when expectations are not met.

Review and Communication

This Policy and associated SH&E management system will be reviewed annually and will be made available to all persons under the control of the company.



September 3, 2021

Troy Rudd

Date

Chief Executive Officer