YOUR LONDON AIRPORT
Gatwick

Environment, Health and Safety (EHS) Policy

Reference Code: 4/EHS1

Date of Issue: June 2021

Policy

Gatwick Airport Ltd (GAL) aims to prioritise and promote a strong EHS culture and strives to continually eliminate EHS hazards and minimise risks by:

- Maintaining robust EHS management systems that are certified to industry recognised standards including ISO 14001, ISO 45001 and SEQOHS;
- Ensuring GAL Leaders understand their roles and responsibilities in delivering a fair and just EHS culture through their behaviours (attitudes, values and beliefs) through visibility and engagement with employees, contractors and passengers;
- Driving continuous improvement in our EHS performance by setting and monitoring clear, measurable objectives and targets that are visible and meaningful to our employees;
- Protecting the environment by managing and minimising pollution risks, maintaining pollution prevention systems, and continuing our industry leading approach to managing our biodiversity areas;
- Preventing work-related injury and ill health by providing safe and healthy workplaces, while proactively monitoring and managing occupational health, safety and wellbeing risks;
- Incorporating EHS risk and opportunity identification into our lifecycle decision-making including the planning, design, construction, operation and decommissioning of our activities, facilities and assets;
- Verifying the effectiveness of our controls and plans through a robust EHS assurance programme;
- Providing our employees with clear and understandable information, instruction, training, supervision and resources necessary to maintain a safe and healthy workplace and drive EHS performance improvements;
- Ensuring robust mechanisms are implemented to facilitate effective employee consultation and participation across all levels and functions;
- Maintaining effective channels of communication with our employees, business partners and suppliers to ensure they have the right information, at the right time;
- Ensuring our passengers have the information and instruction they require to travel through our airport safely;
- Supporting, recognising, rewarding and celebrating successes where positive EHS behaviours are demonstrated at both an individual and an organisational level;
- Complying with all EHS compliance obligations at every stage of our lifecycle;
- Promoting a fair and just culture by monitoring EHS incidents, near misses and undertaking investigations for the purpose of continually learning, implementing improvements and responding to positive and negative behaviours appropriately;

- Proactively reviewing and updating our systems, procedures and standards to ensure we continually improve in all areas.

Stewart Wingate
Chief Executive Officer

Implementation of the Policy

The GAL Executive Management Board (EMB) will monitor and regularly review, this policy and supporting management systems at our Environment, Health & Safety and Operational Resilience (EHSOR) forum, ensuring it remains relevant to the company's EHS risks/opportunities driving continuous performance improvement.

Details of the organisation and arrangements for delivering this policy are included in our company management systems.

All personnel working for or on behalf of Gatwick Airport will be subject to this Policy.

GAL Governance

Board/(Executive) Management Owner	*EHS Director*
Key Contact	*EHS Director*
Assurance Matters	*EMB/EHSOR*
Communication Protocols *How should the policy be communicated in addition to initial email distribution:*	
• Intranet	Yes
• Other (*please specify*)	*Contractors, Gatwick Visa, GAD/GAN to airport community Gatwick Airport website*