

# Occupational Health, Safety & Environment Policy

## OHSE Policy

Reference Code: 4/HSE1 - Date of Issue: Sept 2025

Gatwick Airport Ltd (GAL) aims to prioritise and promote a strong OHSE culture by:

- Maintaining robust OHSE Management Systems that are certified to industry recognised standards including ISO 45001, ISO 14001 and SEQOHS, ensuring their integration into the organisation's business processes.
- Ensuring GAL Leaders understand their roles and responsibilities to demonstrate commitment to OHSE and promote a fair and Just OHSE culture through their behaviours (Attitudes, Values and Beliefs), visibility and engagement with Employees, Third Parties and Passengers.
- Ensuring GAL Leaders clearly assign and communicate roles and responsibilities at all levels of the organisation.
- Driving continuous improvement in our OHSE performance by the setting and monitoring of meaningful and measurable objectives that are both visible and compatible with the strategic direction of the organisation.
- Understanding and minimising our environmental impact through identifying and implementing controls at every stage of our life cycle including the Optioneering and Sustainability Assessment process, managing and minimising pollution risks, maintaining pollution prevention systems and continuing our industry leading approach to managing our biodiversity areas.
- Understanding and complying with legal and compliance requirements across the scope of our operation and at every stage of our lifecycle including the management of Third Parties.
- Managing Fire hazards with our Fire Prevention, Protection, and Emergency Response Objectives. Reducing the impact to business continuity and meeting our legislative responsibilities, whilst keeping staff and passengers safe from fire.
- Ensuring GAL leaders commit to their Fire Safety responsibilities, meeting requirements of the Regulatory reform (Fire Safety) order 2005 enabling GAL to fulfil the Fire Risk Management Plan aligned with BS9997.
- Incorporating hazard identification, assessment of OHSE risk and the identification of OHSE opportunities across the scope of our organisation and life cycle including the planning, design, procurement, construction, operation and decommissioning of our activities, facilities and assets.
- Preventing work-related injury & ill health and providing Safe and Healthy workplaces by ensuring elimination of hazards and control of Occupational Health, Safety and Wellbeing risk through implementation of suitable and sufficient control measures.
- Providing our Employees with clear and understandable information, instruction, training, supervision, emergency procedures and both practical and documented resources necessary to maintain a Safe and Healthy workplace.
- Ensuring our passengers have the information and instruction they require to travel through our airport safely.
- Implementing robust mechanisms to ensure effective employee consultation and participation across all levels and functions.
- Maintaining effective channels of communication with our Employees, Business Partners, Third Parties and Suppliers to ensure they have the right information, at the right time.
- Supporting, recognising, rewarding, and celebrating successes where positive OHSE behaviours are demonstrated at both an individual and organisational level and promoting a Fair and Just culture by responding to negative behaviours appropriately.
- Analysing and promoting the reporting of OHSE data including Incidents, Near Misses, Unsafe Conditions and undertaking investigations for the purpose of taking effective action on root causes to aid learning and drive performance improvement.
- Developing the maturity of our OHSE Management System and arrangements across all Business Units, including the evaluation of compliance and the effectiveness of our controls, through a robust and proactive programme of OHSE assurance.
- Proactively reviewing and updating our systems, procedures and standards to ensure we continually improve in all areas.

Pierre-Hugues Schmit

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 Occupational Health and Safety Committee Meeting, ensuring it remains relevant to the company's OHSE 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

<b>Board/(Executive) Management Owner</b>	COO
<b>Key Contact</b>	Head of HSE
<b>Assurance Matters</b>	EMB / OHSC
<b>Communication Protocols</b> <i>How should the policy be communicated in addition to initial email distribution:</i>	
<ul style="list-style-type: none"> <li>Intranet</li> </ul>	Yes
<ul style="list-style-type: none"> <li>Other <i>(please specify)</i></li> </ul>	Contractors, Gatwick Visa GAD/GAN to airport community Gatwick Airport website GJC Airfield SMS GAL Policies Index
<ul style="list-style-type: none"> <li>Date of Issue</li> </ul>	01 September 2025