

# NUCLEAR SAFETY CULTURE POLICY



Bilfinger UK Limited and its wholly owned legal entities recognise that the promotion of good Health, Safety, Environment and Quality Management is critical for: the welfare and wellbeing of personnel under our care; consistently delivering high quality services to our customers, and protecting the environment. It is also an essential contributor to our development, success and the achievement of our goal of zero harm. As such we commit to continuously improve, provide effective HSEQ leadership to drive the necessary behaviours at all levels of the business and to consistently manage an effective HSEQ culture.

In conjunction with our clients, Bilfinger UK Ltd and our sub-contract partners share a positive nuclear safety culture commensurate with the safety and security associated with design, build and operating activities within the nuclear industry, together with a conviction that nuclear safety should be at the heart of our operations.

Bilfinger UK Ltd.'s nuclear safety culture is built upon the principle of zero harm and prevention of latent defects. It aims to achieve the required operating conditions, prevention of accidents, or mitigation of accident consequences, resulting in protection of workers, the public and the environment from radiation hazards. At all times when interacting with the nuclear industry, the Bilfinger UK Ltd nuclear safety culture shall be embedded through a set of characteristics and attitudes across our employees and approved sub-contractors. This nuclear safety culture is based on the following fundamental principles:

- Questioning attitude
- Follow approved procedures
- Communicate effectively.

The above principles shall apply to all activities conducted by Bilfinger UK Limited and its wholly owned legal entities associated with the nuclear industry. In respect of the Bilfinger UK Ltd nuclear safety culture, the Bilfinger UK Region President, assisted by relevant Vice Presidents, shall ensure that Bilfinger UK Ltd:

- Has the means and resources to uphold the three fundamental principles detailed above
- Commits to continuously improving performance through planning, control, and supervisory activities
- Is encouraged and supported to achieve a strong nuclear safety culture across all its activities relating to the nuclear industry.
- Staff and sub-contractors involved in nuclear industry activity, are suitably trained and understand their personal responsibilities relating to nuclear safety.

Bilfinger UK Ltd.'s leadership team responsible for nuclear safety culture commit to:

- Demonstrate an understanding and commitment to nuclear safety
- Listen, exchange, share, and learn
- Exhibit systematic rigorous and thorough decision making
- Ensure that trust and respect are fostered
- Ensure through positive leadership, that employees are motivated towards the aims of this policy.

Bilfinger UK Ltd and its wholly owned legal entities expects all of its employees, contractors and relevant suppliers to understand their responsibilities regarding nuclear safety culture when operating within the nuclear industry and to familiarise themselves with the terms and requirements of this policy as well as the company's associated standards and procedures.

**Signed on behalf of Bilfinger UK Limited by**

A handwritten signature in black ink, appearing to read "S Bonner".

Sandy Bonner  
President

A handwritten signature in black ink, appearing to read "D Harcus".

Derek Harcus  
Chief Financial Officer