K Rouse Civil Engineers Ltd follows the behavioral safety program “Everybody Home Safe”.

The company will continue to identify how we can positively influence behavior and operate several initiatives to support a reduction in unsafe behavior.

It is the responsibility of all employees to comply with these initiatives, report unsafe behaviors, and contribute to improving a positive safety culture within the company. The initiatives undertaken will be the following:

- An “Open Door Policy” for all employees to be able to speak freely to management or senior management in a relaxed and where needed confidential environment. This will be available at any time for employees to voice any concerns or opinions.
- Leadership will receive behavioral training through courses such as SSSTS for supervisors and SMSTS for site managers as well as periodic in-house training and courses.
- Suggestion boxes and suggestion cards are placed at head office and each place of work to allow the reporting of unsafe working conditions/practices as well as good practice. This is incentivized and employees are encouraged to leave their details for rewards or have the option to leave anonymous cards and reports.
- All sites and operatives will receive feedback on safety performance on a weekly basis from the HSEQ director and data will be collated and the company in line with its quality policy will aim to continually improve.
- KRCE operates a system of two verbal warnings that lead to a written warning and an internal investigation with suspension possible depending on the severity of the employees’ actions.
- Employees retain the right to refuse to work if they believe the actions, they are to take may cause harm to themselves or others.

Procedures, instructions, equipment, and tools have been provided to keep all employees, subcontractors, visitors and members of public safe.

Signed: ……...Managing Director
Date: January 2026