

# Strategic Safety Framework

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## 1. Purpose

This Strategic Safety Framework (“SSF”) is a statement by Stagecoach Group plc (“Stagecoach”) setting out our philosophy on health and safety matters, our governance arrangements and our approach to managing safety-related activities. The Stagecoach Board of Directors and the Stagecoach Health, Safety and Environmental Committee have endorsed the SSF, which also reflects their philosophy on health and safety matters.

The SSF applies to Stagecoach Group plc and all of our subsidiary undertakings (together, the “Group”).

Stagecoach is committed to maintaining a proactive culture across the Group’s businesses on these matters. We put the health and well-being of our people, and the safety of our customers, communities and those who work with us, at the top of our agenda. This is a key part of the Group’s overall strategy, which is focused on growing the business in a sustainable way.

The Group’s public transport services help millions of people access employment, education, healthcare and leisure facilities every day of the year. Responsible business is at the heart of everything we do. The Group’s vision is to deliver greener, smarter travel to our customers, create sustained shareholder value and share success with our people and communities. This commitment focuses on:

- Our people and our customers.
- Safety and security.
- Accessibility and affordability.
- Environmental stewardship.
- Supporting communities and the economy.
- Corporate governance.
- Business values.

Delivering safe public transport services is the Group’s absolute priority, for both our customers and our employees. This commitment goes beyond compliance to proactively communicate the benefits of strong safety governance and processes. The Group believes in an open and honest approach where safety is the collective responsibility of all employees.

Stagecoach and our businesses have a good safety record. The Group invests in state-of-the-art, industry-leading safety systems and public transport is the safest way to travel. The Group is also engaged in a range of initiatives to promote the health and well-being of our employees.

However, we understand that we can improve further and we constantly keep our health and safety arrangements under review. The Group’s focus is on learning from past experience, analysing and mitigating risks, strengthening areas where improvement opportunities have been identified, and sharing best practice. Health and safety is monitored and reported on across the Group and the Stagecoach Health, Safety and Environmental Committee updates the Board on safety matters following each of its meetings.

The Group believes this constructive approach can contribute to improved operating performance, a more successful and efficient business, stronger employee recruitment and retention, and better customer satisfaction.

## 2. Strategic Safety Framework

### The Group:

- Has established and will maintain a Health, Safety and Environmental Committee that will ensure continual strategic direction with regard to health, safety and environmental matters.
- Has established responsibility for safety management systems and will ensure that processes are in place for the continual improvement of these systems.
- Will monitor and where appropriate act on overall trends in key safety indicators.
- Will review on a regular basis the effectiveness of health and safety management systems.
- Will review this SSF whenever circumstances require it such as changes to legislation or activities.

### Each of our business units will:

- Provide and maintain a safe, healthy working environment.
- Set meaningful health and safety objectives and measure performance against them.
- Assess health and safety risks and design appropriate and effective control measures to reduce these risks.
- Implement and operate effective safety management systems that are designed to reduce health and safety risks by appropriate and effective control measures.
- Provide appropriate safety training, information and/or instruction for our employees, visitors and contractors.
- Provide appropriate safety devices and protective equipment, and supervise their use.
- Monitor and continually seek to improve all aspects of health and safety including our management activities.

### Our employees are expected to act in a manner consistent with the Group's SSF by:

- Working safely and efficiently.
- Complying with any training, information and instruction.
- Not undertaking work in a condition where they could compromise the safety of themselves or others.
- Immediately reporting incidents which have resulted or may lead to injury (including near misses where known).
- Assisting with the investigation of incidents and aiding the introduction of measures to prevent a recurrence.