

Halcrow Group Limited

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QUALITY, HEALTH AND SAFETY, AND THE ENVIRONMENT

Statement of policy

Halcrow's policy in managing its business is embodied within the Halcrow vision which defines the principles of our company together with our goal. Our principles, which are made up of our purpose, values and conduct ensure that our goal *'to be recognised as the consultant that clients and partners naturally seek out when addressing their greatest challenges'* is delivered through following processes that provide services in a highly professional manner.

Halcrow's policy for quality, health and safety, and the environment applies to all commissions through the implementation of Halcrow's integrated management system, which meets in an integrated manner the requirements of relevant standards, in particular ISO 9001, ISO 14001 and BS OHSAS 18001, and Halcrow's corporate management. The objective is to ensure that we achieve our goal for our clients, our employees, our partners, our shareholders and the communities we work in by meeting the agreed requirements, applying best practice, incorporating the required degree of skill and care, complying with legislation and seeking continual improvement, whilst making appropriate profits.

Halcrow is committed to meeting its health and safety responsibilities to its employees, its clients and the wider public. We seek to minimise the health and safety risks for all employees whilst at work and for all other people arising out of our work. In particular, we are committed to ensuring that construction works emanating from studies or designs prepared by us can be built, properly used and maintained in a safe manner and without undue risk for the life cycle of the asset.

With our purpose of *'sustaining and improving the quality of people's lives'* at the heart of our business, we seek to achieve our business objectives in a manner that causes least harm to the environment and, as far as is reasonably practicable, achieves environmental benefits. When appropriate, we develop an understanding of the factors in the design process leading to improved environmental performance and apply this understanding to our work.

All employees are required to comply with the Halcrow way of doing business and play an active role in the continual improvement and effectiveness of our processes. Appropriate information and training is provided to enable employees to apply the business measures. Effectiveness is regularly monitored and action taken to address any shortcomings. Business objectives were set as part of the development of our vision and strategy and cascaded to other levels and functions, and are regularly reviewed.

A handwritten signature in black ink, appearing to read "P Gammie".

Peter Gammie
Group chief executive

This version first signed September 2007