



Health, Safety, and Environment Policy

Protection of personal health and safety is a right of all workers. At Jacobs, integrated planning and management of Health, Safety, and Environment (HSE) risk and impact is essential to delivering project excellence and BeyondZero through our Culture of Caring. The integrated approach to HSE incorporates the company's purpose and values, and protection of people, property, and the environment.

Our leadership and employees at all levels are responsible and accountable for delivering on the commitments and requirements of this Policy.

We are committed to:

- BeyondZero®, PlanBeyond® and our Culture of Caring.
- Promotion of good health, wellbeing, and safe behaviors.
- Creating and maintaining a psychological, physically safe and healthy work environment.
- Protection of the environment, responsible waste management and prevention of pollution.
- Compliance with statutory/regulatory requirements and conformity to applicable client and Jacobs' standards.
- Integration of HSE into Jacobs' business systems and processes.
- Continual improvement of our HSE management processes, performance, and our Culture of Caring through BeyondZero® and PlanBeyond®.



We will meet these commitments by:

- Identifying and eliminating hazards and aspects and mitigating HSE risks as far as reasonably practicable, including psychosocial risks that will minimize harm to our people, ensuring they are thriving and enhance Jacobs' performance through improved productivity and innovation.
- Maintaining an incident management and reporting system for tracking, trending, improvement, and growth opportunities.
- Establishing clear objectives, monitoring performance, and continuous improvement.
- Defining applicable roles, responsibilities, and accountabilities for Jacobs' personnel.
- Informing and consulting with our employees and interested parties on matters related to HSE.
- Promoting safe work practices and HSE in design using established and documented processes that incorporate HSE within the Jacobs' Business Management System.
- Verifying competency of employees through education, training and/or experience.
- Providing necessary equipment, supplies, and personal protective equipment to support the health and safety of Jacobs' personnel and their protection of the environment.
- Empowering employees to make sound choices about their own health and safety, and that of others, and for the protection of the environment as well as the choice to stop work if safety or the environment might be compromised.
- Periodically reviewing this policy to ensure it remains relevant and appropriate.

Bob Pragada
Chair and CEO