

Health, Safety and Wellbeing Policy Statement



Our Vision is to be the world's premier mobility operator with services offering leading safety, reliability and environmental standards that customers trust and value.

We value the health, safety and wellbeing of our customers, our employees, and any others affected by our operations, more than anything else:

- Our customers should be able to take safety for granted when using our transport services
- Our staff should expect to go home at the end of the day unhurt. We are committed to creating a working environment that actively promotes positive mental health and well-being for all employees. We recognize that work-related stress can impact mental health and we will take proactive steps to identify and manage these risks and foster open communication channels. Employees are encouraged to seek support when needed and will be provided with access to appropriate resources and support services
- Others affected by our operations should be able to go about their daily activities without risk to their health, safety and wellbeing

These priorities are reflected in our standards, policies and behaviours. The Chief Executive of each Division, supported by the Executive Chair, carries overall responsibility for putting in place arrangements for controlling health and safety risks within that Division and, where appropriate, ensures that responsibilities within the Division's companies are assigned in a Safety Management System. Mobico Group supports Divisional managers in the discharge of their health and safety responsibilities to:

- Provide appropriate control of the health, safety and wellbeing risks arising from our work activities
- Provide and maintain safe equipment and facilities

- Provide effective instructions and information across our operations
- Ensure all employees are given adequate information, instruction, training, and are competent to do their tasks appropriately
- Measure performance in the management of health, safety and wellbeing
- Maintain safe and healthy working conditions
- Ensure when risks change we identify the change and respond appropriately
- Provide resources and services to ensure we deliver against our health, safety and wellbeing responsibilities
- Ensure the safe storage and use of hazardous substances
- Commission internal/external audits to provide assurance that adequate systems are in place and are effective

Our ambition remains to drive out all harm from our business. This is supported by the implementation of an effective safety management system including a framework of standards appropriate to each Division's business activities. We will further support the development and enhancement of these arrangements as we strive, relentlessly, to reduce and, where possible, eliminate safety risks. Health, safety and wellbeing must always be our top priority.

Mobico Group reviews this policy at regular intervals and will revise it as necessary.

Phil White
Executive Chair
May 2025