

Health and Safety Statement of Intent

Birmingham Airport Limited (BAL) are committed to providing a safe and secure work and operational environment for all who use the Airport. This would include employees, members of the public, tenants, concessions, contractors, as well as the emergency services.

The Airport Company's vision is to promote:

"Safety Culture Excellence" through Leadership, Commitment, Individual Responsibility and Empowerment

The Airport Company recognises that having a strong health and safety culture is paramount to ensure continued growth and success, therefore Safety and Security forms a key pillar within our Corporate Strategy.

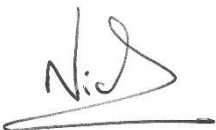
In order to demonstrate this commitment, we will:

- Exhibit strong and effective leadership to promote a positive safety culture.
- Provide safe and healthy working conditions for the prevention of work-related injury and ill-health;
- Provide a framework for setting occupational health and safety objectives which will be reviewed at least annually;
- Communicate this policy to all persons under our control as well as making it available to all those that have an interest;
- Implement and maintain safe and healthy working conditions, equipment, substances, and systems of work.
- Control occupational health and safety through hazard elimination and reducing risks by applying the hierarchy of control;
- Commit to achieving year on year continual improvement of our Occupational Health and Safety Management System;
- Implement an active programme of participation and consultation, with all our employees on matters affecting their health and safety;
- Ensure all employees are competent to do their tasks, and to give them clear instructions, information along with adequate training;
- Comply with all applicable legislative and other requirements to which BAL subscribe to;
- Measure and report health and safety performance on a regular basis.

This policy statement is representative of the views of the Board with the sole aim of ensuring a safe and healthy environment for all.

This policy will be reviewed on an annual basis and will be revised and updated as required.

Nick Barton



Chief Executive Officer
April 2024