

Safety, Health & Environment Policy

Purpose

This policy establishes the framework to safeguard AECOM employees and stakeholders through collective commitment, participation and accountability to our Safety for Life Program and a Culture of Caring.

Commitment

In recognition of the right to a safe and healthful working environment, AECOM is committed to maintaining the well-being of our employees and stakeholders.

To advance our ultimate objective of incident prevention and protection of AECOM employees, stakeholders, and the environment, AECOM is committed to:

- Implement our Safety for Life program, a comprehensive SH&E management system guided by our Life-Preserving Principles, to support and empower employees and drive continual improvement.
- Effectively manage SH&E risk throughout the project lifecycle, by identifying hazards, developing suitable actions using an established hierarchy of controls, and establishing appropriate resourcing.
- Meet and comply with all applicable client, legal and other identified SH&E requirements, or obligations.
- Foster a Culture of Caring where communication, collaboration, and consultation enable ownership for the well-being of self and others.
- Set appropriate SH&E performance goals and Core Value Metrics through leading and lagging indicators and work with employees and business partners to support accountability and continual improvement.
- Establish AECOM as the global provider of choice through safe delivery of professional services throughout the project lifecycle.

Participation

Participation in the AECOM Safety for Life program is required, with AECOM leaders, employees, and subcontractors expected to:

- Support their own well-being as well as the well-being of all stakeholders both on and off the job.
- Properly identify and manage hazards to reduce and / or eliminate risk in the workplace.
- Take action to stop work if the work cannot be executed safely or if conditions or behaviors are unsafe or unhealthy.

- Demonstrate individual commitment through compliance with applicable policies and processes.
- Complete applicable planning and training to enable readiness, competency, and safety.
- Use, inspect, and maintain appropriate equipment, materials, and personal protective equipment required to work safely.
- Respond as necessary to emergencies and immediately report SH&E incidents, near-misses, unsafe conditions, and at-risk behaviors.
- Participate in inspection and investigation processes to enable learning and implementation of corrective and preventive actions.

Accountability

AECOM expects ownership of our Safety for Life program, where everyone participates, and leaders demonstrate and drive accountability of all to achieve SH&E excellence.

AECOM leaders, employees, and subcontractors will be held accountable for their commitment and participation through:

- Recognition and reward of those who positively contribute to excellent SH&E culture and performance.
- Inspections, investigations and reporting to confirm and assess SH&E management system application and effectiveness.
- Elevation of high potential findings to leadership to enable appropriate action.
- Suitable action such as coaching or disciplinary measures when expectations are not met.

Review and Communication

This Policy and associated SH&E management system documents will be made available to all persons working for or on behalf of AECOM and will be reviewed annually to support effectiveness and relevance through consultation with appropriate stakeholders.



Troy Rudd
Chief Executive Officer

August 29, 2026

Date