INFRA Group
Health and Safety Policy 2025

Health and safety are major issues in public works. This translates into particularly high standards and ambitious objectives for the INFRA group, including reducing the frequency and severity of accidents with lost time.

Zero accidents target

As an employer, we take our social responsibility seriously and we are convinced that a corporate culture based on employees and a participative approach will contribute to its success and sustainability. Health and safety at work are also essential values for our Group and for each of its companies.
Convinced that occupational accidents and illnesses can be avoided, our approach is constantly focused on controlling the risks to our employees, subcontractors and third parties, with the aim of achieving « Zero Accidents ».

INFRA group has set itself ambitious objectives (to reduce the accident frequency rate year on year and to remain consistently below the national rates for the profession: INFRA employees + temporary workers) and devotes significant resources to prevention.

Scope of application

This policy applies to all the activities of the Group and the entities that we manage and control.

Commitment

To ensure that we continue to improve our performance, we have set up management systems dedicated to health and safety. Here are the key elements:

- Ensure adequate control of the health and safety risks resulting from our activities;
- Consulting our employees on issues affecting their health and safety;
- Setting clear objectives and corresponding action plans;
- Providing safe and healthy workplaces, suitable equipment and safe working procedures and practices based on regularly reviewed risk assessment results;
- Keeping facilities and equipment in a safe condition;
- Ensure that hazardous substances are handled and used safely;
- Train employees in the health and safety issues inherent in their work to ensure their ability and competence to perform their duties safely;
- Inspect workplaces, audit sites and regularly review practices to ensure compliance with internal and external requirements;
- Supervise, monitor and analyse health and safety performance and processes in accordance with applicable requirements;
- Provide advice and instructions on the use of our equipment and supervision to employees;
- Review and revise this policy periodically to continuously improve it.

Prevention at the heart of our practices

Accident prevention is at the heart of the processes and organisation of INFRA Group. This is reflected in various joint actions:

- strengthening the role of prevention officers on construction sites,
- audits and site visits,
- the provision of specific training for our employees,
- the organisation of Safety and Prevention talks,
- the layout of workstations and the improvement of equipment used to reduce risks,
- the sharing of good practices between the construction site and the company – feedback,
- the development of standard safety rules shared by all employees,
- a welcome for our subcontractors to ensure that our requirements are taken into account.

Reducing stress and psychosocial risks

For INFRA, the protection of women and men also depends on the well-being of its employees and the prevention of psychosocial risks and stress at work. INFRA is committed to preventing these situations as early as possible.

Roles and responsibilities

INFRA group holds each level of management responsible for health and safety in their area of competence, while emphasising that each employee, subcontractor and visitor has an obligation to follow established work procedures that will ensure their health and safety and that of their colleagues.

We expect all employees:

- to cooperate with managers on health and safety issues;
- not to interfere with the provisions made to protect their health and safety;
- to look after their own health and safety;
- to wear personal protective equipment on construction sites;
- to refer all health and safety issues to a competent person. If no response is obtained, the matter should be brought to the attention of superiors and the director, if necessary;
- to be aware of the importance of safety in everything we do;
- to actively contribute to the continuous improvement of the Group's Safety Plan.

INFRA Group is committed to conducting its activities in compliance with all applicable local, regional, national and international legislation, as well as within the framework of its own health and safety guidelines and procedures. In addition, we work together with employees, subcontractors and third parties to prevent accidents, and we regularly inform them and the public of our performance in this area.

I attach the highest priority to health and safety, and I expect the same from everyone.
Only together can we achieve the goal of « Zero Accidents ».

Tom VENDELMANS
CEO INFRA group
3 January 2025

Tom Vendelmans