

Policy on Biosecurity



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Document purpose and scope

This document sets out the Biosecurity Policy of JBA Group Limited and its subsidiary Operating Companies, collectively known as 'JBA'. It covers activities undertaken by the Group throughout all office locations and operations worldwide. This policy does not include the management of hazards to human health which are covered in our health and safety policies.

For the purposes of this policy, Biosecurity is defined as procedures or measures designed to protect the natural environment against harmful organisms, such as invasive non-native species (INNS), plant and animal pests, parasites and diseases. INNS are broadly defined as species whose introduction and/or spread threaten biological diversity or have other unforeseen impacts¹.

This document will be reviewed for continued suitability, will be communicated within the JBA Group and, if appropriate, made available to interested parties. The review interval for this document is 3 years.

Aim

This policy aims to minimise the risk of harm caused as a result of our activities by INNS, plant and animal pests, parasites and diseases to agriculture, the economy, the environment and public health.

We will follow the Department for Environment, Food and Rural Affairs' (Defra) '**Check, Clean, Dry**' **campaign**, and other similar guidance produced by governments of the jurisdictions in which we operate, to help reduce and minimise the risk of spreading INNS, plant and animal pests, parasites and diseases.

We will aim for each work site and JBA office to have in place biosecurity procedures appropriate to the prevailing hazards and consistent with differing levels of risk, for example:

- HIGH: Working in waterbodies where known INNS species occur.
- MEDIUM: Working near waterbodies where known INNS species occur at certain times of the year.
- LOW: Working 'in the dry' on sites where there are no known INNS issues.

1 Great Britain Non-native Species Secretariat: The Great Britain Invasive Non-native Species Strategy (2023 to 2030) [date accessed 21st December 2023]

Policy statement

We are committed to The Ten Principles of the UN Global Compact and acting responsibly in all aspects of the areas of human rights, labour, environment and anti-corruption.

We will comply with all legislation, standards, statutory and other obligations and best practices which are relevant to our activities and the jurisdictions in which we operate. We will seek to comply with client policies where required and reasonably possible to do so without conflicting with our own policies or other obligations.

We recognise the importance of having a stringent biosecurity policy within our businesses. Effective biosecurity measures demonstrate to our staff, the public, our clients and suppliers that we take our corporate responsibility seriously and care about the environment. This policy will help prevent the spread of INNS, plant and animal pests, parasites and diseases and will, therefore, benefit biodiversity and the wider environment.

Responsibilities

The JBA Group Board is responsible for reviewing and approving the content and implementation of this policy and will help each Operating Company to apply this policy through appropriate procedures, guidance and monitoring.

Overall compliance with the requirements of this policy is the responsibility of each Operating Company within the Group. The Managing Director of each Operating Company will oversee their company's adherence to this policy. Operating Company Directors and Management Teams are responsible for taking measures to promote this policy and help their staff to comply with its requirements.

All staff are required to comply with our policy requirements and share responsibility for our performance in implementing the policy and in regard to their own health and safety and the safety of the environment.

Line managers are required to check that their staff are aware of this policy and any associated guidance.

Sub-contractors and other suppliers are expected to operate in accordance with this policy whilst representing JBA or working as a sub-contractor on our projects. The policy is available from our websites.

Implementation

We will provide instruction, training, resources and support needed to our staff and suppliers in order to effectively implement this Biosecurity Policy.

We maintain a **Biosecurity Process Flow Chart** and **Guide to Biosecurity** to support our biosecurity procedures.

Biosecurity procedures will be established specific to each site to take account of local circumstances, differing land uses, physical constraints, and the prevalence of INNS, pests and disease. Our procedures cover:

- entering and leaving sites where INNS are known to be present;
- entering and leaving sites during outbreaks of notifiable animal diseases;
- entering and leaving sites during outbreaks of notifiable plant pests and diseases (classified as quarantine organisms);
- moving equipment between water bodies on the same day;
- entering and leaving sites under specific disease restrictions.

Biosecurity is incorporated within our site and project risk assessments and, where appropriate, our project plans.

Our biosecurity procedures apply equally to

- JBA staff;
- sub-consultants;
- sub-contractors;
- visitors.

Approval

This document was approved by the Board of JBA Group Limited on 11/12/2023.



Executive Chair,
JBA Group