

HEALTH, SAFETY & WELFARE GENERAL POLICY STATEMENT OF COLUMBIA THREADNEEDLE INVESTMENTS

It is the policy of Columbia Threadneedle Investments to ensure, so far as is reasonably practicable, the health, safety and welfare at work of all its employees, contractors and visitors, in accordance with the relevant statutory requirements and corporate best practice.

The health, safety and welfare of all our employees and all those who may be affected by our business activities is our highest priority. Our people are our most valuable asset, and the Company therefore commits to ensuring that appropriate energy and resources are set aside for the prevention of accidents, incidents and ill health in the workplace¹.

The Company will, so far as is reasonably practicable:

- Ensure all employees are aware of and fulfil their health and safety duties to assist in developing a positive health & safety culture, including the undertaking of all required training and the reporting of any workplace incidents
- Provide and maintain plant and equipment as well as systems of work that are safe and without risks to health
- Provide such information, instruction, training and supervision as is necessary to ensure the health and safety at work of employees, contractors and visitors
- Maintain a safe means of access to and egress from the workplace
- Provide and maintain a working environment for employees, contractors and visitors that is safe and without risks to health and with appropriate facilities and arrangements for their welfare at work. Such arrangements will be maintained for all staff no matter their location and will be in line with UK standards or relevant local legislation as applicable
- Engage and consult with employees on day-to-day health, safety and welfare conditions
- Make arrangements for the safe use, handling, storage and transport of articles and substances
- Implement, instruct on and test emergency procedures, including evacuation in case of fire or other significant incidents.

In order to put this policy into effect, Columbia Threadneedle Investments maintains a full health and safety management system containing policies and procedures that comply with applicable legislation relating to the health and safety of employees, contractors, visitors and members of the public. This policy and our health and safety management system are regularly reviewed, audited, and amended to comply with any new legislation and to ensure continuous improvement.

The process of continuous improvement is achieved through the systematic identification, assessment and control of hazards and risks, underpinned by awareness of the relevant legislative requirements. In order to measure our progress, the Company sets objectives and targets which are measured and monitored by our health and safety committee.

Columbia Threadneedle Investments will maintain accident prevention and occupational health programmes in order to minimise the risk of injury to employees and to promote good health in support of our goal to minimise accidents and work-related ill health.

The success of this policy requires the involvement and commitment of all staff. Staff at all levels, have a role in preventing accidents and ill health in the workplace and, in accordance with this, the Company will ensure that all staff are appropriately consulted on matters that affect their health and safety, as well as maintaining structures for the dissemination of relevant information.

This policy is reviewed annually and made available to all staff via the Company intranet or upon request to Corporate Services.



Nick Ring CEO, EMEA
For and on behalf of Columbia Threadneedle Investments

Date: September 2022

¹ Usual place of work