

Statement of Commitment to Health & Safety

We are committed to protecting the safety and wellbeing of our colleagues, customers, suppliers, and any individuals using our premises, by providing and maintaining a safe working environment that protects both physical and mental wellbeing

Health and Safety is important to Barclays. The impact felt in our communities from the COVID Pandemic underlines the importance of safety and wellbeing in Barclays. We acknowledge the duty we have to protect people from the risk of harm arising from the day to day activities in our business.

We fulfil that obligation by operating a proactive health and safety management programme and maintaining effective control measures throughout our business.

We will

- **Operate a structured health and safety management framework**, which defines the Health and Safety Policies, and Standards needed to support the safe delivery of Barclays services.
- **Comply with all relevant legislative requirements** and where practical to do so seek opportunities to promote higher standards of health and safety.
- **Identify, and eliminate, hazards;** or where we cannot eliminate hazards, minimise the risks as far as is reasonably practicable.
- **Provide colleagues with appropriate safety and wellbeing information, instruction, training and supervision** relevant to their role and responsibilities.
- **Demonstrate personal leadership** in safety and wellbeing matters and ensure that colleagues at all levels take personal responsibility for safety and wellbeing as part of their role.

- **Protect and promote** the physical and mental wellbeing of our employees.
- **Engage with employees**, and any recognised employee representatives where appropriate, on matters affecting their safety and wellbeing. We will also encourage their participation in managing risks related to their activities.
- **Provide access to appropriate Health and Safety advice** within our business and appropriate resources to fulfil that commitment.
- **Continuously improve our health and safety systems;** we will collect data for periodic evaluation by the Group Health and Safety Forum; who will in turn will establish annual objectives.

Responsibilities

Our Entity CEO's have overall accountability for health and safety within their business. They are, responsible for ensuring Group Health and Safety Policies and Standards are implemented.

However, it is also important to recognise that all Barclays colleagues, and third parties working on behalf of Barclays, have a responsibility for safety and wellbeing in their day-to-day activities, including the promotion of a positive safety and wellbeing culture in the Group.

We are committed to the effective delivery and continual improvement of our health and safety systems, and to promoting a working environment in Barclays where health, safety and wellbeing is fundamental to our culture and underpins how we work every day.