



Global Health, Safety and Wellbeing Statement of Commitment

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

Health, Safety and Wellbeing is important to Barclays. We acknowledge the duty we have to protect people from the risk of harm arising from the day-to-day activities in our global business.

We fulfil that obligation by operating a proactive health and safety management programme and maintaining effective control. **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.
- **Continually improve our health and safety systems** by setting annual objectives and action plans and collect data for periodic evaluation by the Group Health and Safety Forum.
- **Comply with all relevant legislative requirements** and where practical to do so seek opportunities to promote higher standards of health and safety.
- **Provide employees with appropriate health, safety and wellbeing information, instruction, training and supervision** relevant to their role and responsibilities.
- **Protect and enhance** the physical and mental health of our employees by providing them with the necessary skills and knowledge. We also offer support and adjustments to remove or reduce barriers employees might face due to a disability, impairment, health concern or mental health condition.
- **Identify and eliminate health and safety hazards** and, where we cannot eliminate hazards, put in place controls to minimize the risks as far as is reasonably practicable to prevent injuries, work related ill- health and reduce absenteeism.
- **Engage with employees**, and any recognised safety representatives where appropriate, on matters affecting their safety and wellbeing. We encourage their participation in managing risks related to their activities.
- **Demonstrate personal leadership** in safety and wellbeing matters and ensure that employees at all levels take personal responsibility for safety and wellbeing as part of their role.
- **Continually improve our health and safety performance** by establishing and monitoring targets.
- **Provide access to appropriate health and safety advice** within our business and appropriate resources to fulfill that commitment.

Responsibilities

Our CEO, and the CEO's of our Entities have overall accountability for health and safety within their business. They are responsible for ensuring Group health and safety policies and standards are implemented.

It is also important to recognise that all Barclays employees, 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 are fundamental to our culture and underpins how we work every day.

This Statement of Commitment applies to all colleagues based in countries where Barclays operates (United Kingdom, Europe, Americas, India, Asia Pacific, Middle East and Africa).

Restricted - External