

# External Supplier Control Obligations

## Health and Safety

Barclays recognises that we have clear Health and Safety (H&S) responsibilities towards everyone impacted by our business operations including, amongst others, employees, contractors, customers, visitors and members of the public.

Barclays is committed to ensuring the H&S of our employees, providing and maintaining a safe working environment to prevent occupational injury, ill-health and promoting mental wellbeing. Barclays regards local legislative compliance as an absolute requirement but where practicable, will also seek to implement minimum standards with a focus on continually reviewing and, where necessary, further reducing any significant H&S risks.

All activities undertaken on behalf of Barclays must also be compliant with all H&S legislations and/or regulatory requirements within the respective jurisdictions. The intent of the organisation is set out in the 'Barclays H&S Policy Statement of Commitment' endorsed by the Group CEO. Barclays has defined control objectives to address H&S risks in addition to the mandatory minimum standards which have been established for those who are responsible in the management of H&S. Barclays H&S Policy and Standard are aligned to the requirements of an internationally recognised H&S management system to ensure that Barclays:

- Implements a structured H&S management framework, which defines Barclays minimum Group H&S standards, to support the safe delivery of Barclays services
- Demonstrates personal leadership in safety matters and ensure that colleagues at all levels take responsibility for H&S as part of their day-to-day role
- Provides competent advice and appropriate resources to support the management of H&S
- Consults with employees on matters affecting their H&S and encourage their involvement in managing risks with their activities
- As a minimum, is compliant with all legislative requirements and where practicable, to seek to promote higher standards of health and safety
- Proactively identifies H&S hazards and introduce appropriate controls to reduce risks relating to our operations
- Ensures that adequate H&S information, instruction, training and supervision are provided to all colleagues, relevant to their roles and responsibilities
- Monitors H&S performance and undertake regular reviews of our H&S framework, using the results to drive continual improvement in our performance
- Promotes the physical and mental well-being of our employees

Control Title	Control Description	Why this is important
<p>1. Barclays Minimum Requirements (MR) Control Delivery</p>	<p>1. Suppliers activities must comply with the Barclays Minimum Requirements.</p> <p>2. Minimum Requirements applies to all Barclays suppliers, contractors and their sub-contractors, with the exception of the following situations:            2.a) Where there is a Barclays approved Dispensation, Waiver or Breach (DWB) in force.            2.b) Where local legislation, bylaws or other legally enforceable requirements require a higher level of health and safety control, or conflict with the requirements of the relevant 'Barclays Minimum Requirements', then the legally enforceable requirements must take precedence over the requirements of the 'Barclays Minimum Requirements'.</p> <p>3. Barclays reserves the right to verify, for example by auditing/inspection, that suppliers, contractors, and their subcontractors have complied with 'Barclays Minimum Requirements' (or to local legislation, bylaws or other legally enforceable requirements). Suppliers must ensure that:            3. a) Actions arising from Barclays audits/inspections are completed within the assigned timeframes.</p> <p>4. Where suppliers, contractors and sub-contractors are involved with penetration works, they must ensure that their comply with Barclays "Barclays Minimum Requirements' Penetration'.</p> <p>Note:            Audits/Inspections are scheduled according to risk, not all activity is subjected to audit/inspection. Copy of the Barclays Minimum Requirements are available through the Barclays procurement system or from the Barclays H&amp;S Team.</p>	<p>Barclays Minimum Requirements (MR) have been set to ensure that there is a minimum standard of H&amp;S control measures to prevent harm to people.</p> <p>Suppliers must ensure that they are able to comply with the Minimum Requirements unless local legislation, bylaws or other legally enforceable requirements require a higher level of health and safety control, or conflict with the requirements of the relevant GMR, then the legally enforceable requirements must take precedence over the requirements of the MR.</p>