

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.
- **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, minimize the risks as far as is reasonably practicable.
- **Provide employees with appropriate health, 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 employees at all levels take personal responsibility for safety and wellbeing as part of their role.

- **Protect and enhance** the physical and mental health of our employees by providing them with the necessary skill 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.
- **Engage with employees**, and any recognised employee representatives where appropriate, on matters affecting their safety and wellbeing. We 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 fulfill that commitment.
- **Continuously improve our health and safety systems** and collect data for periodic evaluation by the Group Health and Safety Forum who will in turn establish annual objectives.

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.

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