

4 HEALTH & SAFETY POLICY STATEMENT OF INTENT

So far as is reasonably practicable, Man is committed to ensuring the health, safety and welfare of its employees, to avoid or minimise the risk of accidents, injuries, and near misses. Man, its Board of Directors (the “Board”) and its Senior Management Executive Committee (“Senior Management”) will seek to ensure that Man’s statutory duties in respect of health and safety are met at all times, including with respect to other persons who may be affected by Man’s activities. Man will bring this H&S Policy Statement to the attention of all its employees.

Man is committed to the following key principles:

- (a) The Board and Senior Management recognise, understand, and accept their collective role in providing effective health and safety leadership throughout Man’s global operations.
- (b) Man will aim to minimise health and safety risks and will undertake an ongoing programme of health and safety risks assessment and improvement.
- (d) The Board and Senior Management will also seek to ensure that relevant local health, safety, and welfare legislation is complied with globally.
- (e) Employees will, where necessary, co-operate in the implementation of this H&S Policy Statement and its associated procedures, thereby assisting Man in fulfilling its statutory obligations. Furthermore, Man will direct its consultants, building maintenance contractors and sub-contractors to do the same as a condition of providing services to Man.
- (f) Man will strive to safeguard the health, safety and welfare of visitors, co-tenants and members of the general public who could be affected by its business activities.
- (g) The Board and Senior Management are kept informed of and alerted to health and safety risks and the performance of Man with regards to this H&S Policy Statement.
- (h) So far as reasonably practicable, all necessary resources are provided to ensure that the contents of this H&S Policy Statement and its associated procedures are effectively implemented.

Man accepts the importance of establishing and enforcing appropriate measures to control and monitor health and safety. To this end, Man shall structure its approach to health and safety to meet and maintain Man’s health and safety standards, as follows:

- (i) **Plan** – adopt a planned and systematic approach to implementing the H&S Policy Statement through a proportionate and effective health and safety management system.
- (ii) **Organisation** – adopt effective management and corporate governance arrangements to manage health and safety globally (as appropriate).
- (iii) **Control** – identify senior managers within Man responsible for controlling health and safety risk factors and for using communication and training to encourage employees to abide by clear health and safety procedures and guidelines.
- (iv) **Monitor** – assess health and safety standards to identify when and where improvement is needed and how effectively the health and safety management system is functioning.
- (v) **Review** – undertake periodic reviews of the central health and safety management system based on data from monitoring and from periodic independent audits.

I, my Board colleagues, and the Senior Management are committed to these principles and recognise the importance of sustaining a culture where health and safety are afforded an equal level of importance alongside other key business requirements.

Health and safety are matters for everyone and it is essential that all Man' employees contribute to helping Man achieve effective implementation of this H&S Policy Statement. If an employee considers the health and safety of themselves or others to be at risk, they should tell their line manager and/or a member of the Health & Safety Committee at the earliest opportunity.

This H&S Policy Statement will be reviewed and updated, when necessary, particularly in the context of major changes within Man and/or legislation. Changes will be brought to the attention of employees.

Whilst this H&S Policy Statement provides direction in health and safety matters on a global basis, it is recognised that regional standards and requirements will differ. It is the responsibility of the local Chief Operating Officer or other senior/responsible person(s) to satisfy national legislative requirements. The requirements and standards of this H&S Policy Statement should be applied to the extent permissible under local law and practice, as far as is reasonably practicable.

A handwritten signature in black ink that reads 'M. R. Grew'.

Robyn Grew
Chief Executive
Man Group plc

Date: 1st September 2023