

We want to achieve world class Occupational Health, Safety, and Wellbeing (OHSW) standards throughout our global operations, and everyone at Imperial Brands\* has a role to play in making this happen. To achieve world class standards, we must strive to go above and beyond standard practices whenever possible, we must promote a strong culture of care and commit to a sustainable management system for health, safety, and wellbeing. Our goal is to create a culture where safety and wellbeing really matter and are an underlying value and a vital part of how we operate.

\* Excluding Logista, which operates on an independent standalone basis with its own policies.

## WHAT DOES IT MEAN?

Our policy sets out our commitment to provide a safe, healthy, and supportive working environment for our employees and everyone involved in our business. We believe that nobody should be harmed by the activities of Imperial Brands which is why we have committed to a Zero Injury aspiration. It is a commitment that we will work together to prevent injury and ill health as well as creating a culture of physical, mental, and emotional wellbeing.

## HOW DOES IT WORK?

We use a “Plan, Do, Check, Act” approach that includes setting objectives, targets, and action plans.

### We will:

- Systematically identify hazards and assess risks.
- Eliminate or effectively control those risks.
- Always look for improvement opportunities.
- Provide suitable resources, develop skills and capabilities.
- Build good two-way communication and encourage everyone to get involved.
- Always strive for improvement whilst following local legal requirements in health, safety, and wellbeing.

The Global Health, Safety and Wellbeing team will liaise with, influence, and enable functional leaders and stakeholders to ensure the effective implementation of this policy, strategies, and programs across the global business. They will coordinate activities associated with health, safety, and wellbeing, ensure the consistent application of standards through metrics such as leading indicators, and promote a psychologically safe environment where issues and concerns can be reported without fear of consequence (e.g., unfair dismissal).

The Occupational Health, Safety and Wellbeing Policy extends through several other Group policies, including our **Code of Conduct** and **Fairness at Work Policy**. These set out the foundations of our approach to ethical behaviours.

## WHAT DO I HAVE TO DO?

We'd like everyone at Imperial Brands to take ownership of our OHSW agenda by getting involved, taking care of themselves and each other by identifying, reporting, and mitigating risks.

### That means you will:

- Always follow the rules, including those for the use of equipment, vehicles, machinery, and personal protective equipment.
- Report all accidents, unsafe acts, unsafe conditions, and wellbeing concerns.
- Take care to prevent personal injury, injury to others, damage to facilities, vehicles, and equipment.
- Comply with the road safety rules and procedures whilst driving for work.
- Take responsibility for managing your own health and wellbeing, by adopting good health behaviours and informing the organization if you believe work, or the work environment, poses a risk to your health, including any needs for additional support (e.g., adjustments for disability or return to work).
- Be supportive and considerate to others.
- Always look for improvements and encourage colleagues to get involved.

## IF YOU ARE A PEOPLE LEADER, YOU WILL ALSO:

- Lead by example and ensure you and your team always value health, safety, and wellbeing.
- Establish open communications that motivate and empower employees to get involved, creating a safe space and culture where your team feels able and willing to report risks directly or through the Speaking Up policy, including any additional needs and support they may require.

- Commit to the ‘Zero’ injury aspiration and be clear what this means for you and your team.
- Ensure risks are assessed and managed and that safe working procedures are clearly understood and consistently observed.
- Encourage safe driving behaviour by acting as a role model and being up to date with latest rules and procedures.
- Make sure that employees are suitably trained and competent to perform their roles.
- Recognize and encourage good OHSW performance.
- Build a strong OHSW culture that can make the transition from good to world class.
- Prevent issues such as discrimination, bullying and harassment by promoting the organization’s policies on code of conduct and Diversity, Equity, and Inclusion.
- Promote good wellbeing practices to minimize the risks to employee wellbeing, particularly from negative pressure at work.

## AND IF YOU ARE A DIRECTOR OR SENIOR LEADER, YOU WILL ALSO:

- Demonstrate a strong personal commitment to the OHSW agenda by creating a culture that supports physical, mental, and emotional wellbeing.
- Create and communicate your personal vision of the standards and behaviours you expect in line with the Zero Injury aspiration.
- Recognize that good OHSW is a key part of engagement and helps deliver against our business strategy.
- Provide direction and challenge to ensure OHSW issues are always considered when making business decisions and that suitable resources are made available.
- Integrate OHSW metrics into business performance reviews.



**STEFAN BOMHARD**  
Chief Executive Officer



ZERO INJURY  
ASPIRATION