

**HEALTH, SAFETY & WELFARE GENERAL POLICY STATEMENT OF
COLUMBIA THREADNEEDLE INVESTMENTS**

This policy statement is supported and endorsed by the Threadneedle Asset Management Holdings Ltd (Threadneedle) Board in recognition of our obligations under the Health & Safety at Work etc Act 1974. The health, safety and welfare of all our employees and all those who may be affected by our business activities is our highest priority. Our people are our most valuable asset and Threadneedle therefore commits to ensuring that appropriate energy and resources are set aside for the prevention of accidents, incidents and ill health in the workplace.

It is Threadneedle policy, so far as is reasonably practicable:

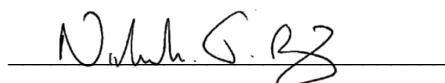
- to ensure all employees are aware of and fulfil their Health and Safety (H&S) duties to assist in developing a positive H&S culture, including the undertaking of all required training and the reporting of any workplace incidents;
- to provide and maintain plant and equipment as well as systems of work that are safe and without risks to health;
- to provide such information, instruction, training and supervision as is necessary to ensure the health and safety at work of employees, contractors and visitors;
- to maintain a safe means of access to and egress from the workplace;
- to provide and maintain a working environment for employees, contractors and visitors that is safe and without risks to health and with appropriate facilities and arrangements for their welfare at work. Such arrangements will be maintained for all staff no matter their location and will be in line with UK standards or relevant local legislation as applicable.
- to engage and consult with employees on day-to-day health, safety and welfare conditions
- to make arrangements for the safe use, handling, storage and transport of articles and substances;
- to implement, instruct on and test emergency procedures, including evacuation in case of fire or other significant incidents

In order to put this policy into effect, Threadneedle maintains a full health and safety management system containing policies and procedures that comply with applicable legislation relating to the health and safety of employees, contractors, visitors and members of the public. This policy and our health and safety management system are regularly reviewed, audited and amended to comply with any new legislation and to ensure continuous improvement.

The process of continuous improvement is achieved through the systematic identification, assessment and control of hazards and risks, underpinned by awareness of the relevant legislative requirements. In order to measure our progress, Threadneedle sets objectives and targets which are measured and monitored by our health and safety committee.

Threadneedle will maintain accident prevention and occupational health programmes in order to minimise the risk of injury to employees and to promote good health in support of our goal to minimise accidents and work-related ill health.

The success of this policy requires the involvement and commitment of all Threadneedle staff. All staff, at every level, have a role in preventing accidents and ill health in the workplace and, in accordance with this, Threadneedle ensures that all staff are appropriately consulted on matters that affect their health and safety, as well as maintaining structures for the dissemination of relevant information. The Threadneedle Board will, therefore, ensure that this policy is brought to the attention of all employees and that it is effectively implemented.



Nick Ring CEO
For and on behalf of Columbia Threadneedle Investments
Date: September 2020