

# Health, Safety and Sustainability Policy Statement

---

Effective Date: 11 December 2019  
Last Updated: 25 November 2024

# Fidelity International Health, Safety and Sustainability Policy Statement

## Health, Safety and Sustainability Principles

The goal at Fidelity International (Fidelity) is to conduct current and future business operations in a sustainable manner which helps create a safe and healthy work environment and better future for the environment. Fidelity ensures Health, Safety and Sustainability is managed as any other critical business activity in an integrated, systematic way. The framework is designed to ensure Prevention of injury and ill-health (both physical and psychological), **Pollution Prevention, Carbon Reduction, Waste** minimisation, responsible use of resources and compliance with legislation through good practice and continuous improvement.

Fidelity believes in a culture in which every employee is provided with the resources, equipment, training and empowerment to discharge their responsibility to achieve the highest practical safety and sustainability standards for themselves, those whom they manage, their colleagues and others that are affected by Fidelity's business activities.

## Fidelity's Commitment

Fidelity is committed to:

- Manage Health, Safety and Sustainability requirements in a systematic way aligned to the Health, Safety and Environmental management system standards ISO 14001, ISO 45001 and ISO 45003;
- Prevent injury and ill health, both physical and psychological, by providing and maintaining working environments that are safe and have adequate facilities and arrangements for well-being;
- Develop carbon, natural resources and waste data systems to effectively monitor and analyse performance;
- Continuous improvement through setting realistic objectives to ensure management is improved in line with resources;
- Complying with legal and other mandatory requirements in relation to Health, Safety and Environmental Sustainability issues;
- Providing adequate control of Health, Safety and Environmental risks and opportunities arising from our work activities and operations;
- Develop a Health, Safety and Environmental culture where every employee can contribute towards Fidelity's goal to create a safe and healthy work environment and better future for the environment;
- Ensure effective communication and consultation on Health, Safety and Environmental Sustainability (including well-being) with employees keeping them informed, motivated, and suitably trained;
- Ensure that business strategies integrate Health, Safety and Environmental Sustainability requirements;
- Reduce our consumption of resources (energy, water, materials, packaging), where feasible;
- Minimise waste through a commitment to the waste hierarchy to reduce, re-use, recover or recycle waste, where feasible;
- To pursue energy efficiency in the design, maintenance, management, and operation of our owned/operated buildings;
- Seek to use products that have the least possible environmental impact; and
- Protection & enhancement of biodiversity in premises where applicable, including elimination of unjustified pesticide use;

Employees are required to:

- Follow company Health, Safety and Sustainability procedures, and established safe work practices, whilst exercising caution in all their work activities to ensure they do not endanger their own or any other person's Health and Safety;
- Immediately report any unsafe conditions that have led or may lead to injury or damage, as they arise, to their Manager and Corporate Property Services; and
- Assist in **Accident** and **Incident** investigation, as required, with the aim of introducing measures and controls to prevent any recurrence.

**Fidelity's Commitment - approved by Sally Nelson – CPO, Oct 2024**

*This must not be reproduced without prior permission of Fidelity. Fidelity International refers to the group of companies which form the global investment management organization that provides products and services in designated jurisdictions outside of North America. Fidelity, Fidelity International, the Fidelity International logo and F symbol are trademarks of FIL Limited.*

SI\_SSO\_250104