



UK Health & Safety Policy

Date: October 2023

This policy has been created in accordance with the Aviva Group Standard on Health, Safety & Security, and applies to all Aviva business units in the UK.

The UK Health & Safety Policy conveys a simple message that the organisation needs to 'manage' health and safety with the same degree of expertise and to the same standards as other core business activities, to ensure that risks are controlled effectively, and people are not harmed.

The UK Health & Safety Policy encompasses all health and safety matters relating to Aviva colleagues, contractors, suppliers and visitors in locations and operations throughout the UK

Policy Statement

Aviva recognises in this policy its duty both to comply with UK Health and Safety legislation and to provide appropriate working conditions for its employees, suppliers and contractors throughout the UK. Aviva will also work to ensure that it does not damage the health and safety of anyone else who may be affected by its business activities, including clients, customers, and members of the public.

Aviva must achieve the highest standards of health and safety at work in order to ensure appropriate compliance. Health and safety at work must not be compromised in favour of profitability and is an integral part of our employment standards. Health and safety will be led through line management and underpinned by the Aviva health and safety management system, which is reviewed on an annual basis.

All employees have both rights and responsibilities under health and safety legislation, and Aviva will ensure the provision of training, instruction and supervision so that employees can fulfil their duties and contribute towards a culture which values health and safety as an essential part of good business. Aviva will support the aims of this policy through adequate resourcing (time and money), competent professional advice and commitment from the Aviva Leaders and Heads of.

All employees are encouraged to actively participate in achieving the highest standards of health and safety and are reminded that they must co-operate with their employer to enable compliance with statutory duties.

Signed:

Group Chief Information Officer