

Health, Safety and Security

Aviva is committed to provide a secure, safe and healthy environment for all employees, as well as managing risks to contractors, customers and members of the public on Aviva premises.

To ensure the effective management of health & safety within Aviva, all markets have implemented H&S management systems. They include reviewing the Aviva H&S Risk Profile quarterly, undertaking risk and hazard assessments, dedicated action plans to mitigate these risks as well as emergency actions to ensure operational resilience to minimise business disruption.

Audits and inspections take place regularly and progress in reducing and preventing incidents, health issues and risks assessed against targets on a regular basis. This includes procedures to investigate work-related injuries, ill health, diseases, and incidents.

Aviva's UK Health & Safety management system, performance against targets and commitment to high standards and continual improvement are assessed annually against our peers, as a result we have been awarded for RoSPA Gold Medal for Occupational Safety & Health for 7 years in a row.

Employee representation is encouraged through union membership, representation on site forums, the annual Voice of Aviva survey and the Speak Up service. All employees undertake annual learning modules to maintain safety awareness and reduce operational health and safety incidents.

H&S report to the Aviva Board and the respective Risk Committees annually to demonstrate to senior stakeholders the performance across the business units against iCare and the Business Standard, detailing key focuses for the year as well as upcoming plans for the next.

Aviva encourages a good work/life balance. We offer flexible working arrangements including working remotely and adjusting working hours to fit personal and business circumstances.

Those working on behalf of Aviva must comply with the procurement and contractor management procedures. We are encouraged to participate actively in maintaining high standards of health and safety and employees, contractors and contingency workers are reminded that they must co-operate with management, so that we are compliant with our statutory duties.

Aviva UK Health & Safety Reporting	2021	2022	2023
Reportable Fatalities	0	0	0
Reportable major / specified injuries	2	1	3
Other reportable injuries	1	1	1
Accident Incidence Rate (Reportable and recordable injuries divided by number of employees x 100,000)	18.75	11.9	25
Reportable Occupational Diseases	0	0	0
Work related road fatalities	0	0	0
2023 Essential Learning – Happy, Healthy & Safe Module	>99%	>99%	>99%
Voice of Aviva - Aviva values my health & wellbeing	72%	83%	83%