

Health and Safety Policy Statement

At Columbia Threadneedle Investments (the Company) we maintain that good safety management is essential to ensure, the health, safety, and welfare at work of all employees, contractors, and visitors as well as those who maybe affected by our acts and omissions.

We are committed to creating and maintaining a safe, and healthy work environment that complies with the Health and Safety at Work Act 1974 and adheres with the relevant statutory requirements and international best practice.

To demonstrate our commitment the Company ensures that there are appropriate resources in place for the identification of hazards and the prevention of accidents, incidents, and ill health in the workplace.

The Company will, so far as is reasonably practicable:

- Provide and maintain a working environment for employees, that is safe and without risks to health with the appropriate facilities and arrangements for their welfare at work. Such arrangements will be maintained across EMEA/APAC and will be in line with Health and Safety local legislation as applicable.
- Implement, instruct on and test emergency procedures, including evacuation of premises in case of fire or other significant incidents.
- Provide and maintain plant and equipment that are safe and without risks to health.
- Maintain a safe means of access and egress from the workplace.
- Ensure that all employees are aware of and can assist in the development of a positive health & safety culture, including the undertaking of required training, information and guidance provided.
- Maintain the safe use, handling, storage and transport of articles and substances.

To implement this policy, the Company maintains a dynamic and health and safety management system that is reviewed, audited, and amended periodically in compliance with applicable legislation across EMEA/APAC to ensure continuous improvement.

Continuous improvement is achieved through the systematic identification, assessment and control of hazards and mitigation of risks, and it is reinforced by the adherence of relevant statutory and legislative requirements.

To measure our progress, the Company sets objectives and key targets which are monitored by our health and safety committee.



David Logan CEO,
Columbia Threadneedle Investments,
EXEC - Head of EMEA & Global Business Operations.

Date: 19.09.2025