

Health and Safety Policy

April 2017

Health and safety at HSBC

Policy

HSBC Group will provide a healthy and safe working environment for all employees, contractors, customers and visitors on HSBC premises.

Purpose

To ensure that a healthy and safe environment is provided for all employees, contractors, customers and visitors, compliant with all applicable health and safety legal requirements, and that best practice health and safety management standards are implemented and maintained across the HSBC Group.

Application

The HSBC Group's Senior Executive Management is committed to the effective management of health and safety to provide a healthy and safe working environment for employees, contractors, customers and visitors to our premises. HSBC is committed to devoting the necessary resources to meet health and safety legal requirements wherever we operate and, where reasonably practical, exceed them.

Everyone at HSBC has a responsibility for helping to create a healthy and safe working environment. Employees are expected to take ownership of their safety and are encouraged and empowered to report any concerns. Chief Operating Officers have overall responsibility for ensuring that the correct policies, procedures and safeguards are put into practice. This includes making sure that everyone in HSBC has access to appropriate information, instruction, training and supervision.

So as to ensure effective delivery and continual improvement of health and safety, HSBC will:

- Comply with regulatory requirements
- Identify key risks through risk assessment
- Conduct workplace inspections to ensure workplace safety
- Manage accidents and incidents and will look to mitigate risks to reduce recurrence
- Provide training and awareness on key risks at HSBC
- Set out clear roles and responsibilities for all stakeholders involved in health and safety
- Consult with relevant parties on health and safety arrangements, as appropriate

Global health and safety requirements are contained within policies and procedures and together with the documents referenced by it, form a framework for a structured risk management approach to the assessment, management, monitoring and review of health and safety risks. These should be followed at all times and in all countries.