

# **Health and Safety Policy Statement**

July 2025

# Health and Safety at HSBC

## Policy

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HSBC 'the Group' will provide a healthy and safe working environment for our employees, contractors, customers and visitors on HSBC premises and where impacted by our operations. We will be compliant with all applicable health and safety legal requirements, and ensure appropriate resources are provided to meet our health and safety commitments.

## Purpose

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The purpose of this policy is to minimise the risks to the health, safety and welfare of employees, contractors, customers or members of the public in or around HSBC premises, or through its operations. Effective controls will prevent:

- Fatality, injury or work-related ill-health
- Regulator enforcement action against the Group or its subsidiaries

## Application

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We have adopted global policies, mandatory procedures, and incident and information reporting systems across the organisation that reflect our core values and are aligned to international standards.

Our global health and safety performance is subject to ongoing monitoring and assurance to ensure we are compliant with relevant laws and regulations.

Our Chief Operating Officers have overall responsibility for engendering a positive health and safety culture and ensuring that global policies, procedures and systems are put into practice locally. They also have responsibility for ensuring all local legal requirements are met.

Where local legal requirements provide additional requirements to this policy, appendices and associated procedures, then the local legal requirements must be complied with

HSBC's leaders, managers, employees and Third Parties are responsible for proactively identifying, managing and eliminating hazards and reducing risks in the workplace.

The Group's objectives are to:

- Provide a healthy and safe working environment for our employees, contractors, customers and visitors on HSBC premises and where impacted by our operations
- Develop a culture where all our people and stakeholders take responsibility for the health and safety of themselves and others
- Provide appropriate resources to meet our health and safety commitments
- Assess, manage, record, monitor and report all health and safety risks according to the HSBC Risk Management Framework and key controls for Workplace Safety
- Provide appropriate information, instruction, training and supervision to employees and contractors
- Participate and consult on health and safety matters with employees, Third Parties (and their representatives)
- Ensure employees can raise safety issues and concerns with:
  - Their line managers
  - Through HSBC Exchange meetings; or
  - Through HSBC Confidential

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- Ensure Non-HSBC employees can raise safety issues and concerns either with their line manager, the HSBC office or branch manager, or any HSBC employee
  - Promote continuous improvement by setting annual Health and safety performance goals and ensuring they are met
  - Provide an effective health and safety management system that drives continual review and improvement, in accordance with ISO45001

This supports HSBC'S operational continuity and resilience through the identification of potential threats and vulnerabilities within the working environment, implementation of effective control measures to prevent the realisation of these and the continuous improvement of our procedures to maximize people safety and availability of places.