

Group Health, Safety, and Security Policy

The health, safety, and security of the Group’s people is the highest priority and an essential part of the Group’s duty of care. The Group has a low risk appetite from any health, safety, and security risk which could harm any person, property, or premise.

Compliance is required with relevant laws and regulations, and with Group Safety and Security policy and standards. Where there is a difference between a local regulatory requirement and Group policy and standards, the more stringent of the two shall be complied with.

General Health, Safety, and Security

- Health, safety, and security risks must be managed in compliance with Group Safety and risk framework to ensure risk remains within risk appetite
- Organisers of social, sporting, and other work-related events are responsible for conducting a risk assessment;
- Work-related accidents, incidents, illness, threats, unsafe conditions, or hazards must be reported
- Lessons identified through investigations, reviews, audits, or other mechanisms must be managed
- Acquisition or construction of new workplaces, or changes to existing workplaces must be managed in accordance with Safety and Security standards, and must be designed to meet Inclusive Design standard

Health and Safety

- Workplaces require annual H&S inspections
- Countries must develop a H&S Management System that considers physical and mental H&S.
- Countries must develop and maintain H&S legal compliance registers
- All workstations and task chairs must meet Safety and Security ergonomics standards
- All vehicles driven for work-related purposes must be managed and operated in accordance to Safety and Security standards

Security

- Security inspection of premises must be completed to ensure continued compliance
- Access to premises is provided in accordance with regulatory requirements and Security standards
- Access control data and CCTV images must be managed in accordance with Group privacy policy
- Valuable assets must be protected in compliance with Safety and Security standards.

Substance Abuse

- Drug and alcohol use presents a risk to employee health and safety.
- It is prohibited to use, possess, distribute, or be under the influence of illicit or non-prescribed drugs at work.
- Staff must ensure that the consumption of alcohol or legally prescribed drugs does not impair their performance or pose a threat to the safety or security of any person, including the user.

Workplace Violence

- The Group does not tolerate any type of workplace violence, including threats, threatening conduct, or other acts of aggression committed by or against staff.
- Staff or visitors engaged in violence will, when appropriate, be reported to the local authorities. The Group may support any prosecution by local law enforcement.
- Firearms and weapons are prohibited on any Bank premise, regardless of any permits held, unless they are carried by on duty: police, military personnel, or authorised security personnel