

Wellbeing, Health and Safety Policy Statement.

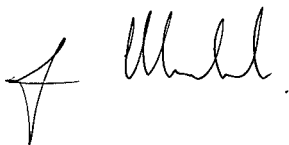
At JCB we are committed to protecting the wellbeing, health and safety of all our colleagues, contractors, customers and visitors across our global business activities, products and services.

Our future success relies on us having a team of safe, fulfilled, happy and healthy people working in a world class environment.

We will do this by:

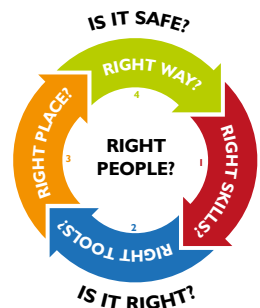
- Creating an inclusive, supportive environment where we treat everyone with dignity and respect.
- Leading effectively; through the engagement, consultation and participation of colleagues, we will successfully integrate best practice wellbeing, health & safety practices into all our business processes and decisions.
- Ensuring all colleagues are aware of their specific and general responsibilities relating to safety, health and wellbeing.
- Offering opportunities to all colleagues to learn, develop and grow in order to carry out their roles safely and effectively.
- Creating an environment where people feel engaged and informed and feel safe to communicate concerns, or make suggestions, that will be heard and dealt with accordingly.
- Setting high global standards and assuring compliance with relevant legal and other requirements within our workplaces to aid in the prevention of injury and ill health.
- Agreeing and setting challenging KPI's and objectives, with regular reviews by our senior management team to drive continuous improvement.
- Learning from the reporting, investigation and close out of all incidents with a commitment to eliminate hazards and reduce occupational health & safety risks.
- Empowering our colleagues to challenge the actions of others, when necessary, to maintain the safety, health and wellbeing of everyone.

This integrated approach to wellbeing health and safety will help everyone to thrive at JCB and foster a workforce where people are committed to achieving organisational success.



Graeme Macdonald
Chief Executive Officer

September 2022



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