



# 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 operations.

We will do this by:

- Creating a safe and supportive working environment where all colleagues are well trained, aware of their responsibilities and act appropriately, taking care of themselves and each other.
- 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 KPIs and objectives, with regular reviews by our senior management team to drive continuous improvement.
- Learning from the reporting of and investigations into incidents, we will always look for a better way, and are committed to eliminating hazards and reducing Occupational Health and Safety risks.
- Using good processes and communication, all Managers will ensure they know their teams; and that they are aware of, included and supported in all aspects of Wellbeing, Health and Safety.
- Leading effectively; through the engagement, participation, and consultation of colleagues, we will integrate best practice of Wellbeing, Health and Safety into all our business operations.
- Empowering our colleagues to challenge the unsafe actions of others, whenever necessary...

With this integrated approach to Wellbeing, Health and Safety, our aim is to keep everyone safe healthy and well. This will help everyone at JCB thrive as we achieve success together.

**Graeme Macdonald**  
Chief Executive Officer

January 2026

