

# Group health and safety policy statement

## The Board of De La Rue plc is committed to:

- Preventing accidents and ill health in all aspects of the Group's operations
- Continuously improving our processes and practices relating to health and safety
- Identifying, controlling and wherever possible reducing or eliminating health and safety risks associated with our activities
- Providing a clear definition of health and safety responsibilities throughout the Group
- Complying with all regulatory and legislative and other business requirements worldwide
- Training all of our employees on important health and safety matters
- Ensuring that health and safety concerns are considered when developing and changing business activities, processes and products
- Ensuring that all sites have robust and appropriate health and safety management systems and that major manufacturing facilities hold OHSAS18001 certification
- Setting objectives and targets on health and safety issues
- Conducting annual managerial reviews of our performance and reviewing our policies
- Ensuring adequate resources are available to fulfil this policy
- Reporting publicly on our health and safety performance via our annual report and the LSE investor site and through other appropriate communication channels

We aim to achieve these objectives through hazard identification, risk assessment and by implementing appropriate controls at our facilities. We require as an integral part of our processes that all our businesses be operated and managed so as to ensure a high level of protection for the health and safety of our employees, contractors, customers and the public. In addition we will work with our main suppliers and main contractors to ensure their health and safety processes are robust and we will advise on improvements where appropriate.

Health and safety responsibilities are defined throughout the organisation. Managerial and supervisory roles are responsible for implementing the defined safety arrangements for the areas and activities under their control. The effective implementation of this policy requires the cooperation and active involvement of employees at all levels and in all areas.

## Employees are required to:

- Cooperate with the Company to ensure compliance with applicable statutory requirements by working in accordance with the safety management system and safe working procedures
- Work safely to ensure their health and safety and that of any other persons who could be affected by their acts and omissions
- Report any areas where the existing safety arrangements fail to reduce risks to an acceptable level

The Chief Executive, supported by the Executive Leadership Team and the Risk Committee and any sub-committees, is responsible for implementing and reviewing this policy and overseeing the improvement of the Company's health and safety performance.

This policy will be displayed on notice boards at each business location, on the Company intranet and internet sites and is also publicly available to all interested parties.



Martin Sutherland  
Chief Executive