

# Global Health and Safety Policy

SEPTEMBER 2025

## Our policy

Notwithstanding the primary objective to prevent injury and ill health, our policy also seeks to add value to 3i by safeguarding reputation, minimising loss and increasing productivity and performance.

This policy seeks to ensure that:

- a) A health and safety management system is established, documented, implemented, maintained and communicated throughout the Group. Furthermore, in the spirit of continual improvement, this system is reviewed periodically as appropriate, and at least annually;
- b) Health and safety risks which may arise throughout 3i's global operations are identified, evaluated and controlled, to prevent injury and ill health;
- c) All health and safety incidents are promptly reported and investigated in order to prevent a recurrence;
- d) 3i's reputation is not affected by the negligent actions of any contracted third party;
- e) We review our global health and safety performance annually, or more frequently if required, in our health and safety committee meetings;
- f) 3i's employees and contracted partners actively participate.

## Process and responsibility

Both the Board and the Executive Committee recognise that a safe, healthy and well planned business environment is important to the long term strength and stability of 3i. They therefore acknowledge their collective role in providing leadership and accept their individual responsibilities.

The **Chief Operating Officer** is responsible for resourcing and maintaining an OH&S management system and function. The **Director, Group Property, IT and Procurement** oversees governance of health and safety within the Group, ensuring that business decisions reflect relevant health and safety considerations at all levels.

3i has developed global health and safety standards, a set of core values, shared across our business, that reflect the differing requirements of occupational health and safety legislation across the world. Managing Partners of individual offices are responsible for implementing the standards at a local level.

All employees and contractors are responsible for health and safety by carrying out their work in a way that maintains 3i's high standards. All 3i staff must:

- Co-operate with management to ensure a high standard of health and safety throughout 3i;
- Ensure that they are aware of, understand and follow the Health and Safety Policy and any arrangements or direction which relates to their area of work;
- Avoid conduct that would put at risk the health and safety of themselves and other people (this includes visitors, contractors, members of the general public and persons on work experience);
- Attend or complete any health and safety training provided by 3i;
- Report any defects in their work area, equipment or any other hazards to their Manager, service desk or a regional office safety coordinator, as appropriate;
- Report immediately all health and safety incidents (including hazards / near misses) to their Manager and notify the Group Health and Safety Manager;

- Co-operate with management in evaluating risks and suggesting ways to improve safety performance.

Further details can be found within [3i Health and Safety Policy and Arrangements](#) and [3i's Global Health and Safety Standards](#).

September 2025