

## Health and Safety Policy

As a global creative agency, we create innovative experiences which help our clients transform their business through creativity. The Imagination Group Limited and its subsidiaries (collectively 'Imagination') are committed to ensuring that working conditions are safe in order to prevent people from harm or ill health arising from our business and/or activities.

Imagination will:

- Have a practical and continuously improving approach to health & safety and our systems;
- Manage our approach in a systematic way to ensure compliance with the law;
- Set a strategy to outline objectives, targets and report on our performance;
- Promote a culture which our employees share this commitment;
- Manage risks in line with any other critical business activity.

At Imagination, we are committed to;

- Pursuing the elimination of hazards and reducing risks as low as reasonably practicable;
- A rigorous approach to managing risk;
- Establishing the commitment to this policy within the global leadership of Imagination;
- Require any contractors to manage health and safety in line with this policy.

Our accountabilities:

- Subsidiaries are responsible to ensure compliance with the local law in which they operate;
- Steering Group endorses our systems, objectives and strategy;
- Group Services Board manages the policy and its performance;
- The Chief Executive Officer endorses this policy every two years or earlier if required.

We originally published this policy December 2018 and will be reviewed again in December 2020.

Patrick Reid

Group Chief Executive Officer

**IMAGINATION**