

The Imagination Group Limited Health and Safety Policy Statement

As a global creative agency, we are a unique combination of creative disciplines. We create experiences that change the status quo. The Imagination Group Limited and its subsidiaries (collectively "Imagination") is committed to ensuring that working conditions are safe to prevent people from harm or ill health arising from our business and activities.

This Policy statement has been developed under responsibilities under Section 2(3) of the Health and Safety at Work Act 1974 to have a written Policy statement. Under Regulation 5(2) of the Management of Health and Safety at Work Regulations 1999, it is also a requirement to document how we effectively manage planning, monitoring and reviewing of our health and safety preventative measures.

Imagination takes its responsibilities for health and safety seriously. Our ambition is to ensure that everybody working for us is provided with a working environment that is safe with safe systems of work as far as reasonably practicable.

We aim to comply with the requirements of Government legislation and the relevant government legislation within the countries it operates, and to provide health and safety standards which exceed the legal requirements whenever possible.

Imagination will:

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

At Imagination, we are committed to:

- Pursuing the goal of causing no harm to people
- Protecting the environment
- Pursuing the elimination of hazards and reducing risks as low as reasonably practicable
- Requiring any of our subcontractors to manage health and safety in line with our Health and Safety Policy

Imagination's leadership is committed to:

- Establishing health and safety as a high priority
- Being actively involved in health and safety matters
- Continually improving performance through leadership and action planning
- Maintaining a reporting line for health and safety to the Group Services Board

The Chief Executive Officer is responsible for endorsing this Policy every year or earlier if required.

This Policy Statement was published in July 2024, and the next revision is due in July 2025.



Patrick Reid
Group Chief Executive Officer