



Health, Safety & Environment Policy Statement

At Capita, our vision is to be the trusted outsourcing partner delivering better outcomes through safe, healthy and sustainable operations. Protecting the wellbeing of our people and those affected by our activities as well as protecting our planet through the responsible management of our environmental and climate-related impacts is fundamental to our success. We achieve this by embedding legal compliance, strong leadership, effective risk management, and continual improvement across all services and locations. Safety, health, and environmental responsibility underpin how we work and support our wider business strategy.

Our Commitment

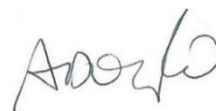
Capita is committed to ensuring, so far as is reasonably practicable, the health, safety and welfare of all our employees, contractors, suppliers, clients, visitors and any persons who may be affected by our activities and protecting the environment and climate on which they depend.

We will:

- Provide and maintain safe and healthy working conditions, safe systems of work, safe equipment, competent supervision and adequate welfare arrangements and minimise environmental and climate-related harm from our activities.
- Prevent work-related injury and ill-health by identifying hazards, assessing OH&S and environment/ climate related risks, and applying the hierarchy of control to eliminate or reduce them.
- Comply with all applicable health, safety and environmental legislation, standards, codes of practice and other requirements relevant to our operations.
- Maintain an effective HSE Management System and continually improve its performance through monitoring, audits, investigation, performance measurement and management review.
- Appoint competent persons to provide expert advice, support legal compliance and oversee implementation of the HSE Management System across all business units.
- Ensure this policy remains appropriate to our organisational context, strategic direction, risks, opportunities and stakeholder expectations.

Worker Engagement & Responsibilities

- Capita will ensure meaningful consultation and participation of workers and their representatives in developing, reviewing and improving HSE policies, standards and procedures. Engagement will occur through governance forums, risk assessments, incident reviews and change processes.
- All leaders and managers are responsible for visibly promoting a positive HSE culture, providing adequate resources, setting clear expectations, ensuring competent supervision and integrating HSE into business planning and decision-making.
- All colleagues must follow Capita HSE requirements; use equipment safely; complete required training; report hazards, unsafe conditions, incidents and near misses without fear of reprisal; and contribute to environmental sustainability by minimising waste and supporting delivery of Capita's science-based targets and low carbon transition plan
- This policy will be communicated, made accessible to workers and interested parties, and reviewed at least annually or sooner if significant changes occur.
- To ensure that Capita's Global HSE policies are maintained the following have been appointed to support Adolfo Hernandez in ensuring his responsibilities for HSE in UK and Overseas are implemented:
 - UK Richard Holroyd
 - Europe and Rest of World Corrine Ripoché
 - HSE Systems Manpreet Singh



Signature:

Adolfo Hernandez
Chief Executive Officer
Capita Plc
April 2026