

# Invesco

## ***Global Health, Safety and Environmental Policy Statement***

As one of the world's leading independent global investment management companies, Invesco believes that the successful protection of our employees, shared workplace, visitors and natural environment can be achieved through implementing and maintaining health, safety and environmental management processes which meet international standards and comply with regional legislation. Objectives and targets are set and closely monitored to ensure the continual improvement of our activities and prevent workplace accidents, ill health and environmental pollution.

Awareness programs are developed and communicated to all employees to support the ongoing achievement of our health, safety and environmental management system. A scheduled audit and review process has been devised to regularly systematically evaluate our health, safety and environmental procedures, operations and performance.

This policy is endorsed by Invesco Senior Management and is made available to all staff, shareholders and the public. An annual review of this policy is completed to ensure it remains appropriate to Invesco's activities, aspects and impacts.

A handwritten signature in blue ink, reading "Loren M. Starr". The signature is fluid and cursive, with the first name "Loren" being the most prominent.

Loren M. Starr  
Senior Managing Director and Chief Financial Officer