

Corporate Occupational Health and Safety Policy Statement

As one of the world's leading independent global investment management companies, Invesco is committed to ensuring the occupational health, safety and well-being of its employees, contractors and visitors to its offices and events. The health and safety of our staff, clients, contractors and visitors is of paramount importance.

This Global Policy defines the commitment Invesco is making to address all Health and Safety (H&S) aspects of our organization. To illustrate this commitment, Invesco will:

- Uphold industry standards, promote good practice and ensure our efforts to fully comply with local, national and international H&S legal and regulatory requirements.
- Provide a safe and healthy workplace for our employees and others who are affected by our activities by reducing or managing hazards to the extent reasonably practicable.
- Incorporate H&S considerations into every aspect of our business to reduce injuries and occupational health related illnesses where practicable.
- Promote a healthy lifestyle and encourage our employees to proactively manage their personal health.
- Work collaboratively with our supply chain and contractors to ensure H&S management is an integral part of the culture for our collective business activities.
- Measure and communicate our H&S performance with our employees, investors, clients and other interested stakeholders.
- Implement and maintain policies, procedures, and systems dedicated to continuous improvement in everything that we do, aligned to the principles of international standards.

These Global Objectives are set and monitored to ensure the continual improvement of our activities and prevent workplace accidents and incidents:

1. Support the vision, and the implementation of the Health and Safety Policy Statement.
2. Place H&S management firmly within the Invesco business and to ensure its continued consideration.
3. Maintain Invesco workplace health and safety programs and policies with the aim of preventing illness and discomfort and mitigating potential hazards.
4. Adopt a systems approach based on continuous improvement in the management of H&S which is aligned to international standards, such as ISO 45001.

Invesco encourages awareness through appropriate communications and awareness training to support the ongoing achievement of our health and safety management system. A review process has been devised to ensure the regular and systematic evaluation of procedures, operations, and performance. This policy is endorsed by Invesco Senior Management, and is made available to all staff, shareholders, and the public via the website, and upon request.

Al Williams
Global Chief Procurement Officer and Corporate Services