



Global Corporate Occupational Health and Safety Policy Statement

Invesco is firmly committed to ensuring the occupational health, safety and well being of its employees, contractors and visitors to our offices and events. Our goal is for all aspects of Invesco's business to be conducted in compliance with applicable health and safety laws and regulations, company policies, standards and best practices pertaining to work place health and safety. All Invesco employees are expected to adopt a proactive, co-operative attitude towards health and safety.

Invesco believes that the successful protection of our employees, contractors and visitors can be achieved through implementing and maintaining health and safety management processes, which align to international standards such as ISO 45001 and comply with relevant legislation.

Through the effective management of health and safety across our operations, Invesco are:

1. Committed to providing a safe and healthy working environment
2. We believe that the health, safety of our staff, client personnel, sub-contractors and visitors, protection of the environment and prevention of pollution are of paramount importance
3. We believe that our activities should have fundamentally safe, well-designed processes, infrastructure and equipment with robust risk-based safety management systems driving desired outcomes and behaviours.

Global Objectives are set and monitored, to ensure the continual improvement of our activities; and prevent workplace accidents and incidents.

Invesco Global Health and Safety Objectives:

1. To support the Vision, and the implementation of the Health and Safety Policy Statement
2. To place Health and Safety management firmly within the Invesco business and to ensure its continued consideration
3. To adopt a systems approach based on continuous improvement in the management of Health and Safety and which is aligned to the ISO 45001 model

Invesco encourage 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 reviewed annually, endorsed by Invesco Senior Management, and is made available to all staff, shareholders, and the public via the website, and upon request.

Louise Gow
Global Health, Safety, and Environmental Manager

Endorsed by:

Mark Giuliano
Chief Administrative Officer

March 2019