
Occupational Health & Safety Policy Statement

It is the policy of **Federated Hermes Limited** to maintain an Occupational Health and Safety (OH&S) management system designed to meet the requirements of ISO45001:2018 in pursuit of its primary objectives and the purpose and the context of the organisation.

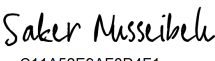
It is the policy of **Federated Hermes Limited** to:

- ensure commitment to provide safe and healthy working conditions for the prevention of work-related injury and ill health which satisfies the requirements of all of our staff, contractors, stakeholders and interested parties whenever possible and is specific to our OH&S risks and opportunities;
- comply with all legal requirements, codes of practice and all other requirements applicable to our activities;
- Identify and manage climate-related risks, such as extreme weather and environmental changes, as part of our OH&S management system;
- the reduction of hazards, OH&S risks, prevention of injury, ill health and pollution;
- provide all the resources of equipment, trained and competent staff and any other requirements to enable these objectives to be met;
- ensure that all employees are made aware of their individual obligations in respect of this OH&S policy, and ensure that consultation and participation of workers, to be actively involved in the management of the system and the activities supplied;
- maintain a management system that will achieve these objectives and seek continual improvement in the effectiveness and performance of our management system based on "risk".

This OH&S policy provides a framework for setting, monitoring, reviewing and achieving our objectives, programmes and targets.

To ensure the company maintains its awareness for continuous improvement, the OH&S system is regularly reviewed by "Top Management" to ensure it remains appropriate and suitable to our business. The OH&S System is subject to both internal and external annual audits.

Signed:

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Saker Nusseibeh

Chief Executive Officer

Date:05/12/2025
