

International Health and Safety Policy

As a global provider of legal services, DLA Piper is committed to ensuring the health, safety and wellbeing of our people, regardless of where in the world they work.

To meet this commitment and to ensure a consistent approach across our international offices and areas of operation, we have implemented a management system with strong leadership, an effective organisational structure, robust monitoring, and adequate resources.

Through the process of continuous improvement, we strive to:

- provide our employees with a safe and secure working environment that protects their health, and promotes physical and mental wellbeing;
- uphold the highest performance standards, set objectives and targets to support continuous improvement and promote a positive health and safety culture across all our offices;
- comply with applicable laws and regulations and seek opportunities beyond legal compliance;
- formally identify relevant hazards, evaluate risks and, where necessary, implement controls to prevent incidents and eliminate work related injuries and illnesses, with specific focus on protecting vulnerable people;
- provide training, promote awareness and include our employees in all decisions impacting on their health, safety and security;
- consult and involve employees in health and safety improvements, recognise examples of safe behaviour and acknowledge positive contributions to safe practices;
- ensure that our visitors, business partners, suppliers and contractors are aware and act consistently with our values and commitments;
- ensure that all incidents (including injuries, illnesses, damage to property, near-misses or non-conformities) are reported and adequately investigated, and key lessons-learned are shared;
- place high priority on emergency preparedness and response planning;
- achieve recognised leadership and report our performance openly to all key stakeholders.

While overall responsibility for health and safety across international offices lies with the Executive, responsibility for compliance with this policy and its practical implementation lies with the Country and Office Managing Partners, Group Heads, Directors and Heads of functional groups, team managers and their teams.

We also expect each and every individual, irrespective of their role within the firm:

- to take reasonable care of their own health and safety;
- to be mindful of how their decisions and actions may affect the health, safety and wellbeing of others;
- to follow all of the firm's health, safety and wellbeing requirements and to challenge those that do not comply with them.



SIMON LEVINE
Chief Executive Officer