



Bunzl Health & Safety Policy

Bunzl plc and its subsidiaries ('Bunzl' or 'the Group') • 15 June 2026

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Policy statement

The health and safety of our employees, contractors and visitors is a priority for Bunzl and we are committed to providing a safe and healthy workplace and to continuously improve our health and safety performance. Whilst compliance with legal obligations in the jurisdictions in which we operate is our minimum commitment, we also seek to identify and share best practice across our businesses to ensure all our major risks are addressed.

Health and safety management systems

We implement management systems to ensure we comply with health and safety legislation and continually improve our health and safety performance. Our health and safety management systems will cover at a minimum the risks arising from warehouse and logistics activities, workplace transport, occupational health, contractor activities, fire and emergency arrangements, and other significant risks identified through risk assessment.

Operational safety and risk control

We ensure that our warehouses are laid out and equipped appropriately and our workforce is trained to minimise risks from manual handling, as well as ensuring good housekeeping to reduce the risks of trips, slips and injury from falling objects. Our drivers receive regular training and our fleets are well maintained. We continue to introduce appropriate monitoring systems into our fleets and review accidents to improve efficiency and safety. We will report and investigate accidents, incidents and near misses to drive improvement in our health and safety management. Any lessons learned from such events will be used to take corrective action to prevent recurrences.

Performance monitoring and reporting

We monitor, audit, review and report our health and safety performance to demonstrate compliance and support continual improvement of our performance. We publicly report on our health and safety performance against published objectives and targets. The health and safety performance of our businesses is regularly reported to, and reviewed by, the board.

Training, communication, and resources

We provide appropriate resources, supervision and training and keep people well informed on matters affecting their health, safety and well-being.

Employees rights and responsibilities

All employees have the ability to remove themselves from work situations that they genuinely consider present an imminent and serious danger and are protected from undue reprisals from such an action.

Supply chain standards

Our Supplier Code of Conduct includes a principle on providing safe and hygienic conditions for workers in our supply chain. We reserve the right to review or audit compliance with the Code and expect a timebound programme of improvement to address any shortcomings.

Application of the policy

Leaders and managers at all levels are accountable for integrating health and safety into business decision making and day to day operations. They are expected to demonstrate visible leadership, set clear expectations, and ensure that health and safety considerations are given equal priority alongside commercial objectives.

Business areas should ensure that activities, products and services are consistent with the Bunzl Group policy statement and the applicable Group standards on health and safety.

Business areas should:

- Implement Group policies and standards and develop additional business area specific policies that cover regional and local legislative and other requirements
- Carry out audits on compliance with the Group health and safety standards and applicable regulatory requirements. Criteria for selection and prioritisation of locations to be audited should be established. Completion of corrective actions should be monitored.
- Establish objectives for improvement of health and safety performance and allocation of adequate budget for achievement of these objectives. Set minimum training needs in the business area and monitor implementation of training programmes
- Implement a process to review and report lost time accidents and other specified safety performance indicators to the Group in line with agreed deadlines
- Nominate a representative with the responsibility to coordinate health and safety matters in the business area

Businesses should:

- Identify health and safety risks associated with their activities (risk assessment)
- Implement health and safety management systems and safe working procedures, covering at a minimum the group safety standards, any additional safety risks as identified by risk assessments and applicable legislative requirements
- Communicate health and safety requirements to employees and provide appropriate training to apply the safe working procedures.

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- Investigate accidents, incidents and near misses to drive improvement of health and safety management
- Report lost time accidents and other specified safety performance indicators in the Group EHS reporting system

Policy ownership and monitoring

The health and safety policy and the associated health and safety standards are owned by the Group HR director. The policy and standards are subject to review and revision on an ongoing basis. A formal review of the policy of the standards will be carried out at a minimum every three years by the Health and Safety Committee (HSC).

The compliance with the requirements of the health and safety policy and standards is monitored by the HSC. This includes a quarterly review of:

- The business area health and safety audit programmes and the audit results
- Progress against targets to improve key health and safety performance indicators
- Serious accidents
- Business area commentary

The health and safety performance on Group and Business area level is quarterly reported by the HR Director to the Bunzl plc Board. This report includes a description of serious accidents and a summary of the key health and safety performance indicators.