

Natwest Group Health and Safety Organisational Arrangements Public Statement



Our Commitment to you

People are core to the success of Natwest therefore doing the right thing to protect their health and safety is important to our business. We manage health and safety in a way that:

- Takes reasonable and practicable steps to protect the health and safety of employees from risks in their work or working environments so we can prevent injury and ill health
- Complies with health and safety laws and regulations

This applies to all employees, to every part of our business, and in every part of the world. Our commitment extends to those who interact with Natwest at our locations such as customers, contractors and visitors.

Our approach

We understand our health and safety legal obligations in our countries of operation.

We implement management systems aimed at legal compliance as a minimum. We take reasonably practicable steps to ensure that:

- The health and safety issues of our employees and others at Natwest locations are identified and eliminated or reduced to an acceptable level
- Safe and healthy working environments and equipment are provided and maintained

We consult with employees and social partners as required by law and we inform and engage employees to encourage their commitment to health and safety matters.

We define and communicate the roles and responsibilities for health and safety and employ individuals who are competent to discharge their responsibilities.

We provide suitable information, training and supervision for employees.

We have first aid, emergency response procedures and critical incident support in place to minimise the impact of incidents on our people and the business.

We report and review all accidents, occupational ill health and significant near misses to minimise the likelihood of a recurrence.

We regularly review and report our performance transparently to our stakeholders to drive continuous improvement.

We have appropriate employer's liability insurance in accordance with our statutory duties and a copy is available for inspection by employees.

We have appointed the Chief Executive as the Board member with overall responsibility for health and safety along with the Head of each subsidiary board. The Director of Productivity, Property and Supply Chain is owner of our organisational arrangements.

Jennifer Tiffin

Group Chief People and
Transformation Officer

11 July 2023

Paul Thwaite

Group Chief Executive Officer

3 November 2023