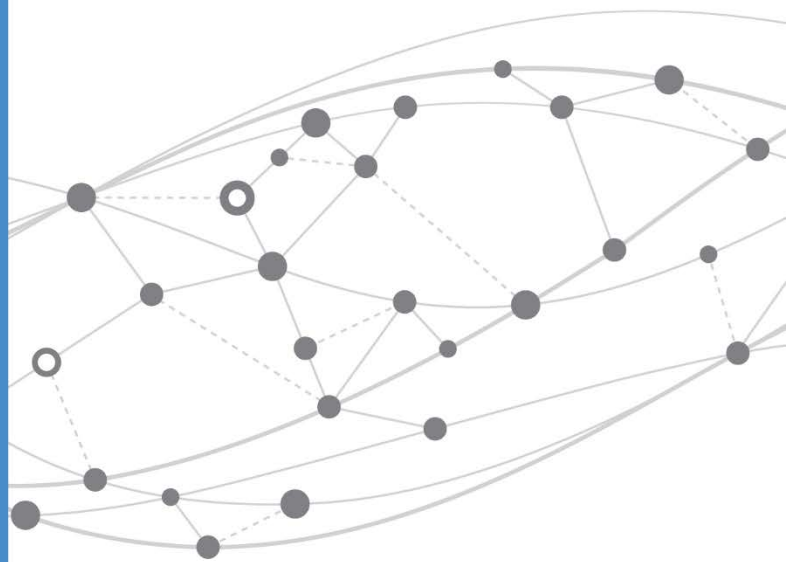


GAM HOLDING AG HEALTH AND SAFETY POLICY



As at February 2021

Policy

GAM is committed to the provision of a safe environment for all employees, contractors, clients, stakeholders and visitors within our offices.

GAM aim to promote and continually encompass high standards of health and safety in accordance with legislation and duties of care in all localities. Effective health and safety management is acknowledged as an integral component of GAM operations and it is recognised that effective health and safety management supports significant accident reduction. GAM continually aims to significantly reduce risks across the group that may adversely impact on the health and safety of Employees, Contractors and visitors.

Application and Support

GAM strives to implement and maintain high standards of health, safety and welfare within GAM's office environments and to provide support for those working from home. This is achieved by adhering to local legislation, consulting with employees and continuously monitoring the office environment. GAM recognises that health and safety extends beyond physical wellbeing, so an Employee Assistance Program is available to all staff globally.

GAM expect all employees to contribute to maintaining a healthy and safe environment for themselves and those around them. As such, all employees, visitors and stakeholders are expected to follow relevant legislation designed to ensure safety is maintained in GAM's office space. GAM encourage an open culture which empowers employees to report any concerns or breaches of legislation and policy.

It is requested that employees, visitors and stakeholders:

- Follow local statutory and legal requirements to ensure health and safety
- Follow directions from employees tasked with maintaining safety
- Engage with training provided through different mediums
- Report any accidents, incidents or near misses to the Facilities Management team
- Comply with any follow up investigations after a workplace incident occurs and take all reasonable steps to mitigate the risk of a recurrence of similar incidents

Continued Commitment

This policy will be reviewed at least annually, or at any time required as a consequence of regulatory developments or material changes to the Group's business.

Contact Details

For further information, please contact the London Facilities Helpdesk on +44 207917 2525 or by email at FacilitiesLDN@gam.com

Important information

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