



Global Corporate Occupational Health and Safety Policy Statement

Invesco is firmly committed to ensuring the occupational health, safety and well being of its employees, contractors and visitors to our offices and events. Our goal is for all aspects of Invesco's business to be conducted in compliance with applicable health and safety laws and regulations, company policies, standards and best practices pertaining to workplace health and safety. All Invesco employees are expected to adopt a proactive, co-operative attitude towards health and safety.

Invesco believes that the health and safety of our staff, clients, contractors and visitors is of paramount importance. Invesco believes that the successful protection of these people can be achieved through implementing and maintaining health and safety management processes, which align to international standards such as ISO 45001 and comply with relevant legislation. We believe that our activities should have fundamentally safe, well-designed processes, infrastructure and equipment with robust risk-based safety management systems driving desired outcomes and behaviours. Invesco is committed to providing a safe and healthy working environment through the effective management of health and safety across our operations.

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Invesco's Global Health and Safety Objectives are:

1. To support the Vision, and the implementation of the Health and Safety Policy Statement
2. To place Health and Safety management firmly within the Invesco business and to ensure its continued consideration
3. To adopt a systems approach based on continuous improvement in the management of Health and Safety which is aligned to international standards, such as ISO 45001

These global objectives are set and monitored to ensure the continual improvement of our activities and prevent workplace accidents and incidents.

Invesco encourages awareness through appropriate communications and awareness training to support the ongoing achievement of our health and safety management system. A review process has been devised to ensure the regular and systematic evaluation of procedures, operations and performance.

This policy is reviewed annually, endorsed by Invesco Senior Management, and is made available to all staff, shareholders, and the public via the website, and upon request.

Mark Giuliano
SMD & Chief Administrative Officer

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