YouGov®

Group Health and Safety

Policy Statement

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1. Policy Statement

YouGov plc and subsidiary companies (together, the "YouGov") believe in providing a safe, healthy and secure environment for all staff, visitors and any other individuals effected by their activities.

This policy covers all employees, officers, consultants, contractors, volunteers, interns, casual workers, hourly paid workers and agency workers (together "staff").

This Group Health & Safety Policy Statement outlines the Company's approach to managing health and safety and outlines the management system that will be followed.

YouGov acknowledges and accepts its legal responsibilities for ensuring the health, safety and welfare of all its staff, visitors and others affected by their activities.

YouGov will do all that is reasonably practicable to provide and maintain:

- Safe places of work;
- Safe methods and systems of work;
- Safe equipment;
- Personal protective equipment relevant to working tasks; and
- A safe and healthy working environment.

All managers and staff must be dedicated to the continuing objective of reducing risk of injury.

The Board of Directors of YouGov plc (the "Board") are responsible for the wellbeing, safety and security of those working for the business. The Board have delegated oversight of health and safety management to the Chief Operating Officer. An update on health and safety is presented to the Board at each meeting by the Chief Operating Officer.

Line Managers should ensure that employees have received adequate training in their role including any use of work equipment.

Staff must protect their own health, safety, and welfare by complying with this Policy and any other safe working practices established by the Company. It is in the interest of all parties to consider health and safety in every activity. Commitment to health and safety forms an integral part of this organisation for all staff.

2. Management of Health and Safety

2.1 The **Chief Operating Officer** has been given responsibility by the Board for oversight of the management of health and safety in the Company, and will:

2.1.1 Ensure there is adequate financial and human resource for managing health & safety.

2.1.2 Ensure health and safety is taken into account when planning change.

2.2 The **Global Facilities** team has day-to-day responsibility for ensuring this policy is put into practice, and will:

2.2.1 Prevent accidents and cases of work-related ill-health by managing the Health & Safety and Risk in the Workplace through regular risk assessments and reviewing these when working habits or conditions change, and ensuring actions arising out of those assessments are implemented;

2.2.2 Maintain safe and healthy working conditions, provide and maintain plant, equipment and machinery, and ensure safe storage/use of substances;

2.2.3 Implement emergency procedures incl. evacuation in case of fire or other significant incidents;

2.2.4 Understand the Group Health & Safety Policy and ensure that all staff are aware of their obligations under any local policies or procedures;

2.2.5 Engage and consult with staff on day-to-day health and safety conditions;

2.2.6 Ensure that staff at all levels, visitors and contractors receive appropriate training;

2.2.7 Set a personal example by adhering to all obligations under this Policy;

2.2.8 Ensure continuous and up to date compliance with local health and safety law;

2.2.9 Development, implementation, and maintenance reasonably practicable and appropriate, health and safety programs and procedures;

2.2.10 Assist in the development and implementation of effective health and safety awareness programs;

2.2.11 Develop staff communication strategies to raise awareness of health and safety at work; and

2.2.12 Encourage feedback from all staff with regard to health and safety related ideas, problems, and solutions.

2.3 It shall be the duty of all **Staff** to:

2.3.1 Take reasonable care for the health and safety of themselves and of others who may be affected by their acts or omissions at work; and

2.3.2 Co-operate with the instructions of management, health and safety personnel and any policies or procedures in place.

2.4 **Staff** shall be responsible for:

2.4.1 Reading and understanding any policies or procedures which are in place and carrying out work safely and in accordance with requirements;

2.4.2 Ensuring that all personal protective equipment provided is used correctly in relation to any instruction / training given;

2.4.3 Reporting to Global Facilities team:

- any defects to work equipment
- any incidents, which have led to or might lead to injury or damage
- any accidents or near misses, however minor

2.4.4 Using the correct tools and equipment for the job and in accordance with training and instructions; and

2.4.5 Co-operating with any investigation, which may involve speaking with insurers and/or authorities.

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Scope, Monitoring and Review

Scope

The Company will communicate this policy to all staff.

This policy covers all global staff, officers, consultants, contractors, freelancers, interns, work experience students, casual workers and agency workers (collectively referred to in this policy as "staff") of YouGov plc and subsidiary companies.

This policy does not form part of any employee's contract of employment, and we may amend it at any time.

Monitoring and Review

We will review the implementation of this policy in respect of its suitability, adequacy and effectiveness and make improvements as appropriate.

Version Control

Version	Name (Role)	Date	Changes
V1.0	Kate Humphreys	Nov-19	Policy Created
V2.0	Ola Bradford	Feb-21	Policy Review and Update
V3.0	Michael Jarczewski	May-22	Policy Review and Update
V4.0	Michael Jarczewski	July-22	Changed from Internal to External Policy
V5.0	Michael Jarczewski	July-23	Policy review and update
V6.0	Michael Jarczewski	Feb 24	Policy statement review and update
V7.0	Elle Gambold	Aug-25	Policy review and update