

WH SMITH HEALTH AND SAFETY POLICY STATEMENT

As an international retailer WHSmith is committed to ensuring the health and safety of all its employees, customers and others who visit or work on our premises. We shall, so far as is reasonably practicable, conduct our business in such a manner as does not expose our employees and customers to any risks that may affect their health and safety.

WH Smith will comply with the relevant health and safety legislation of the countries in which we operate including the Health and Safety at Work etc Act 1974. In addition, we will adhere to our own standards and policies on health and safety.

The principles of our approach to Health and Safety are set out in our policy statement below:

Board Commitment

Overall responsibility for Health and Safety lies with the Chief Executive. The Company's board has reviewed our Health and Safety Policy and is committed to ensuring, so far as is reasonably practicable, the activities of the business and working environment are safe for our customers, employees and anyone else connected to our operation.

Employee consultation

We encourage employee involvement and commitment to achieving good safety standards, through regular consultation on matters affecting health and safety. The Company has a Health and Safety Committee on which staff are represented.

Information, Training and Support

WH Smith is committed to providing suitable information, instruction, training and supervision to all employees and others where appropriate to enable them to carry out their responsibilities in a safe manner.

Assessing Risks

WH Smith will identify, manage and monitor risk with the aim of reducing it so far as is reasonably practicable. Where necessary, we will obtain competent advice to assist with risk management. Our Health and Safety team monitor practices across the Company and keep our Health and Safety policies under continual review. This team also maintains our Health and Safety Procedures Manual that contains details of the organisation and arrangements put in place to implement this policy. It is available to all staff through the WH Smith intranet and provides guidance in relation to undertaking risk assessments, maintaining safe systems of work, emergency procedures, maintaining safe plant and equipment, avoiding hazards and taking appropriate protective and preventative measures.

Monitoring Performance

Valuing our people is one of our core values. We therefore monitor and investigate accidents and make improvements where required. We will also comply with our statutory reporting requirements in each of the countries that we operate in. We continually monitor our performance regarding all areas of Health and Safety and commit to continually improving the performance of our Health and Safety management system.

We Are All Responsible

Every employee must be aware of their individual responsibilities. This includes taking care of the health and safety of themselves and others, following health and safety policies and standards, training and reporting accidents and incidents.

This statement will be published on the WH Smith Intranet and displayed on staff notice boards to ensure full awareness of its contents.



Carl Cowling, Chief Executive

February 2025

Policies on Health and Safety can be found on WH Smith Intranet, Supporting Services, Health & Group Risk, and are available to all employees.