UKCF WHS is committed to operating in a way that safeguards our people and the environment with an aim to be Earth's safest place to work. We are committed to ensuring the safety and well-being of all Amazon employees every day. Our work environment allows anyone regardless of background, skill level or experience to work with confidence.

We are constantly evaluating new technologies and learning opportunities to optimize how employees build capabilities, receive critical safety information, and prepare to meet future challenges. We are committed to utilizing our distinctive technological capabilities, embracing our expertise in health and wellness, and collaborating with proven thought leaders and scientists to lead the way for our workplaces to proactively manage (by applying effective hierarchical methods of control) and prevent work- related injuries, through a risk-based approach.

This policy provides a framework for setting, monitoring, reviewing and achieving our objectives, programs and targets. This ongoing commitment to Workplace Health and Safety (WHS) management is embedded into our business practices and reflects our belief that our long-term success will be measured by a continued focus on good corporate citizenship for customers, associates, shareholders, suppliers and the communities where we live and work.

Our focus on WHS is fundamental to achieving the highest standards of WHS performance. To achieve premier performance, Amazon UK Customer Fulfillment is committed to the following:

Our Customers	Our Communities
* We deliver our products and services in a way that meets or exceeds our customer's WHS expectations	* We are sensitive to community concerns about WHS issues
Our Associates and third-party service providers (Workers) * We provide and maintain a safe working environment through an engaging, inclusive, consultative and proactive approach to WHS management * We establish WHS incident management and response plans. We take appropriate corrective actions to prevent recurrence at the specific location as well as across the network * We provide training to associates to support compliance with this policy as well as our WHS standards, programs and management practices *We use technology and the science of safety to solve complex health and safety problems and create new industry best practices, focusing on simple and scalable solutions	**Our Network** * We incorporate WHS considerations into our decision-making processes *We embrace our WW WHS Management System (WHS-MS) framework and implement means of monitoring and for its continual improvement locally * We establish, implement and validate UK and where applicable, pan-European WHS standards - in alignment with international standards - that are robust, innovative and enable us to excel in WHS performance. We conduct annual internal audits to ensure compliance with the network wide standards * We share WHS best practices and valuable lessons learned across the network and empower associates to apply these new opportunities locally on their site
Our Shareholders * We drive continuous WHS performance improvement throughout the UK network by setting aggressive goals and measuring progress towards those goals	**Regulatory and other requirements** * We apply sound WHS management practices and processes that ensure relevant regulatory and other requirements are met

- The Director, UK & Ireland CF, EU Ops Management and GM/SL are responsible and held accountable for implementing this policy and allocating adequate resources to deliver results, develop WHS programs that will "raise the bar" on safety and ensure our legal compliance. Whilst governing WHS compliance across UKCF, a review of the UKCF performance will be undertaken on a regular basis and supported by the UK CF WHS Director.

- Each one of us, including associates and on-site vendors, shares ownership for integrating sound WHS practices into everyday activities and acting in a manner that safeguards our environment and all people affected by our activities to ensure the creation of a safe workplace. We must work safely following WHS procedures and safety rules, challenge and report incidents, near misses and unsafe acts and not misuse or interfere with anything provided for the purposes of WHS.

**Workplace
Health & Safety**