Health and safety statement

UBS is committed to providing a healthy and safe working environment for all employees, contractors, clients and visitors on UBS premises. We devote the necessary resources to ensure that safety, health and wellbeing are assured throughout our consolidated banking group (UBS Group AG) and that our premises are compliant with all applicable health and safety legal requirements.

At UBS, everyone has a responsibility to help create a healthy and safe working environment. We expect all our staff to conduct themselves in ways that help ensure their own health and safety and that of their colleagues. Through our Code of Conduct and Ethics, we encourage and empower our staff to report any concerns regarding their health or safety at work and seek to promote their overall health and wellbeing.

As work patterns and employee expectations have changed, we have taken a proactive approach to ensure we continually fulfill our duty of care and legal obligations, and that our workplaces continue to meet the needs of our business, staff, clients, and business partners.

We are committed to the effective delivery and continual improvement of our safety, health and wellbeing framework and believe that a strong health and safety culture is a key element for the firm's sustainable growth.

Health and safety principles

– We aim to maintain a working environment that supports the general health and wellbeing of all staff.

– We build and maintain innovative workplaces that allow our staff to work efficiently and collaboratively.

– With many employees enabled to work in flexible ways, we support their comfort, health and wellbeing with continually updated resources and guidance for employees and line managers available on our intranet.

– Our Global Inclusive Accessibility Standard (GIAS) describes the design principles and standards we apply to our premises to deliver safe and inclusive physical accessibility for all. We actively promote an open and respectful work environment.

– We have measures in place to mitigate potential emergencies in the workplace and while travelling on business.

– Travel and security experts, crisis management committees, first aid providers, health specialists, social counselors and other specialists are available to employees.

– We care about our people's wellbeing and want everyone to thrive. A culture of collective wellbeing enables us to drive sustainable performance. We have appropriate routes for employees to raise their concerns, including documented grievance, complaint and whistleblowing processes.

Measures taken to ensure health and safety

– Social, physical, mental, and financial wellbeing elements are woven into our HR policies and practices, as well as into employee-centered initiatives to increase awareness and educate employees on how to improve their wellbeing. We also offer individual and confidential support with mental, financial, legal, and social challenges through our employee assistance programs and dedicated internal teams (e.g., social counseling).

– UBS consults and provides information and training on health and safety to employees.

– Our line managers help maintain a safe and healthy work environment and the firm gives them the information and support that is relevant to their role.

– We monitor our safety, proactively identify hazards and assess health and safety risks and introduce appropriate and effective controls that mitigate and control risks relating to our operations.

– We investigate accidents and incidents to determine the causes of the incident and put preventive measures in place to prevent similar occurrences.

– We conduct workplace inspections to help ensure workplace safety.

– We regularly review our health and safety activities to ensure issues are effectively managed and improvements are made where necessary.

Health and safety governance

– Responsibility for the governance and review of occupational health and safety sits with the Group Head Human Resources & Corporate Services.

– Day-to-day responsibility for the assurance of a safe workplace & healthy workforce is shared between GCS with respect to health and safety, and HR Reward in relation to employee mental health and wellbeing.

– The Corporate Culture and Responsibility Committee (CCRC) supports the Board of Directors in its duties to safeguard, oversee and improve our working environment.