

Global Health and Safety Policy



This statement outlines Manulife's commitment to health and safety in the workplace.

Manulife is committed to providing a safe and healthy workplace, which includes reliance on local standards for responding to hazards, injuries or illnesses in the workplace, conducting workplace inspections, ensuring consultations with key stakeholders, and providing training as required.

Manulife's local standards are in compliance with all applicable legal requirements and incorporate best practices.

All employees are responsible for complying with Manulife local health and safety standards. The requirements are contained within policies, procedures and articles which are located in the AskHR knowledge database.

Manulife prohibits retaliation against employees who report health and safety concerns or work-related injuries or illnesses or who participate in health and safety-related investigations.

Roles and Responsibilities

- Manulife will continue to take every reasonable precaution for the protection of all employees in the workplace. This commitment includes providing information, equipment, training and appropriate health and safety oversight.
- Senior management is responsible for enforcement of this policy and all leaders are accountable for the safety of employees under their supervision. This includes ensuring that equipment is safe and that employees work in compliance with established safe work practices and procedures.
- Every employee must take responsibility for personal protection by adhering to all Company operating procedures pertaining to health and safety. All contractors, sub-contractors and their workers are expected to meet their local Health and Safety program requirements.

Human Resources

- Overall accountability for the global Health and Safety policy.
- Oversight of the process for employees to request accommodations and the implementation of the accommodations.
- Ensure appropriate health and safety governance in all local jurisdictions.
- Responsible for all coordination with local government agencies on health and safety matters including coordination with local government agencies with respect to workplace injuries, as legislatively required.
- Reporting mechanism

Global Corporate Real Estate/Security/Office Services Function

- Implement all Health and Safety local legislative and regulatory requirements pertaining to physical workspaces.
- Implement all required and approved employee accessibility and accommodation requirements respective to physical workspaces.

- Manage all on-site contractors responsible for work to our physical workspaces on behalf of Real Estate to ensure compliance with all applicable health and safety laws, regulations, codes and governmental requirements.
- Work in collaboration with the Human Resources function to provide safe workspaces.

Compliance

All Manulife employees are required to comply with this Policy and its related Standards. Methods for monitoring compliance are described in the relevant Standards. The Policy must be reviewed and approved by the Global Head of Employee Relations at least once every year.