

Occupational Health & Safety (OHS) Statement

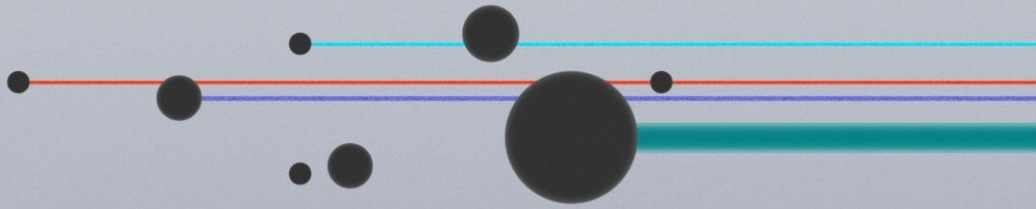
At dentsu, we are committed to providing a safe, healthy, and secure environment for all employees, contingent workers, clients, and visitors who engage with our business. Our approach to Occupational Health and Safety reflects internationally recognised good practice and complies with all applicable local laws across the markets in which we operate.

We believe that everyone has the right to feel safe while working on our behalf—whether in our offices, at client sites, while travelling for business, or when working remotely. Protecting the wellbeing of our people is a shared responsibility, and we expect all individuals acting for or with dentsu to contribute to maintaining safe working conditions.

Our Commitment

We are dedicated to:

- **Maintaining safe workplaces** by identifying, assessing, and managing foreseeable risks through appropriate control measures, regular inspections and assessments.
- **Promoting a positive safety culture** where employees are encouraged to participate in health and safety initiatives and raise concerns without hesitation.
- **Complying with all relevant legislation and regulatory requirements**, applying the minimum standard where multiple requirements exist, supported by local health and safety procedures that reflect local requirements.
- **Preventing injury and ill health** by providing safe working environments, appropriate equipment, and clear information, instruction, training, and supervision.
- **Supporting mental health and wellbeing** through proactive initiatives, resources, and access to confidential support services.
- **Ensuring third party safety** (contingent workers, clients, and visitors), by communicating relevant risks and implementing appropriate controls, ensuring our suppliers and partners meet dentsu's minimum health and safety requirements.
- **Reporting and communicating** dangerous occurrences, accidents, incidents, and near-misses through local channels, facilities teams, or people managers, or confidentially through Employee Assistance Programmes or Speak Up hotline.
- **Investigating dangerous occurrences, accidents, incidents, and near-misses** to identify root causes and prevent recurrence.
- **Providing travel safety guidance** and monitoring for employees travelling on dentsu business.



- **Maintaining emergency preparedness plans** and clear procedures to ensure effective response in crisis situations.

Roles and Responsibilities

Health and safety is a collective responsibility:

Leadership

- Provide governance, oversight, and resources to ensure compliance and continuous improvement.
- Monitor performance and ensure appropriate health and safety controls are in place.

People Managers

- Ensure their teams work safely and complete mandatory training.
- Communicate risks, procedures, and wellbeing resources.
- Promote safe working practices and support incident reporting.

Employees and Contingent Workers

- Take reasonable care of their own safety and that of others.
- Follow instructions, use equipment correctly, and report hazards or incidents promptly.
- Participate in required training and adhere to all relevant policies.

Continuous Improvement

We regularly review and update our health and safety policy to ensure they remain effective, relevant, and aligned with changes in our operating environment. Our commitment to continual improvement ensures that health, safety, and wellbeing remain central to how we operate.