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Health & Safety Policy

1.0 Company Statement of Intent

Sophos is committed to safeguarding the health, safety, and welfare of all its global employees, customers, and partners, and all other persons who may be affected by our business activities. Further, we believe that a productive workplace enhances the quality of our products and services, which creates a consistent and effective space that boosts retention and morale.

Safety is a collective responsibility at Sophos. Every employee, at all levels of the organization, must cooperate to ensure that safe working becomes an instinctive habit and that we maintain the highest safety standards by adhering to the following requirements:

- Providing a team structure that values the health and safety of all personnel and contractors, leads by example, and responds to all reasonable health and safety concerns
- Maintaining safe and healthy working conditions, in accordance with all statutory requirements
- Delivering the necessary training and instruction to enable employees to perform their work safely, effectively, and without risk to health
- Offering all applicable safety or protection devices, information, instruction, training, and supervision as is necessary to generate a safe and healthy place of work
- Maintaining an interest in health and safety matters pertinent to all the organization's activities
- Conducting ongoing assessments of our operations through audits and inspections
- Providing all employees and contractors with information on all identified hazards and risks in their workplace
- Consulting with employees (and their Safety Representative, as applicable) to ensure all measures are taken to manage safety and eliminate or otherwise control identified hazards and risks on site

All employees must consider the health, safety, and welfare of ourselves and others who may be affected by our actions at work. Employees should report any defects in work procedures, systems, structure, or equipment that could endanger the health, safety, or welfare of anyone on site.

The following Policy states our actions and guidance to take all reasonable measures to ensure the safety and health of all our employees, contractors and visitors to our offices and warehouses. It is our intention that this Policy adhere to the [Health & Safety principles adopted by Sophos in the Responsible Business Alliance Code of Conduct 7.0 \(2021\)](#). Further, this Policy will be regularly reviewed and updated, as required, to reflect any changes to our business activities or changes to safety legislation.

Amanda Mallow

Amanda Mallow (May 10, 2021 13:37 PDT)

Amanda Mallow
EVP, Human Resources

Dated: May 20, 2021

Jeffrey L Boldt

Jeffrey L Boldt (May 16, 2021 18:34 PDT)

Jeff Boldt
Chief Financial Officer

Dated: May 16, 2021