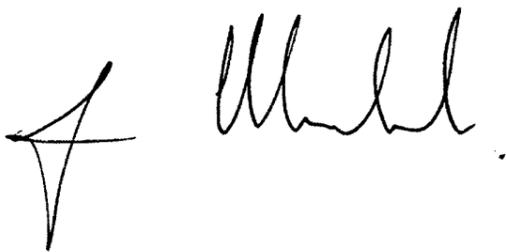


Health and Wellbeing Policy Statement.

As a world leading manufacturing company at JCB we value our people, who are our greatest asset. Our drive for world class HS&E performance includes a commitment to physical and mental wellbeing, to allow us all to thrive.

We aspire to:

- An open and supportive work environment with mutual trust and respect throughout, in which we treat each other with dignity and where you can get help without fear of stigmatisation or discrimination
- Raise the awareness of mental wellbeing problems so we are more able to recognise and cope with them in ourselves and others, and help people struggling regardless of the cause
- Provide opportunities and encouragement to improve all aspects of health
- Deliver assistance ranging from information you can access at any time to appropriate professional medical interventions
- Extend the support on mental wellbeing to families, because we recognise that this benefits our own health and wellbeing
- Positively explore all aspects of health during recruitment without discrimination so as to provide supportive interventions for successful candidates.



Graeme Macdonald
Chief Executive Officer
October 2018

