

Policy Statement

At ASOS, our commitment to excellence begins with the exceptional individuals who contribute to our organisation. The health, safety and well-being of all ASOSers, as well as anyone affected by our operations, take precedence as our utmost priority.

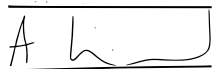
ASOS fully acknowledges and embraces its responsibilities and obligations under the laws governing its global operations. Our pledge is to safeguard the health and safety of every employee, contractor, visitor, and others engaged in or affected by any aspect of ASOS' business.

The ASOS Management Committee is devoted to ensuring a safe and healthy workplace for all, by:

- Providing comprehensive information, instruction, training, and supervision to empower employees and contractors to execute their roles safely and efficiently.
- Effectively managing risks to minimise incidents and accidents, keeping said risks as low as reasonably practicable.
- Allocating sufficient resources, both financially and through dedicated professionals, to manage our health and safety risks.
- Encouraging the immediate reporting and documentation of all accidents and incidents occurring on ASOS' premises, along with any situation that could jeopardise the well-being of individuals.
- Cultivating a positive health and safety culture that is transparent, inclusive, and embraced by all ASOSers, underscoring that health and safety is a shared responsibility.
- Proactively evaluating risks to the organisation, adhering to legal requirements as a baseline and striving for a best-in-class approach.
- Documenting and maintaining our commitment to the above principles, regularly reviewing and revising mechanisms, actions, and processes to ensure their ongoing relevance and appropriateness to the nature and scale of ASOS' operations and risks.
- Maintaining the health and safety management system as a framework for setting objectives, with focus on continuous improvement.
- Committing to the consultation and participation of workers and, where applicable, workers' representatives.

This policy reflects ASOS' dedication to fostering a safe and healthy environment for all stakeholders associated with our global operations.

For and on behalf of the Management Committee:



Aaron Izzard

7th August 2025.

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