

Health and Safety Policy

Redevco Business Policy RBP#28
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1.Objective and Scope

As part of our objective to attain exemplary operational performance, Redevco B.V. and its affiliates (hereafter referred to as '**Redevco**' and/or the '**Company**') is fully committed to making our business and our assets under management safe and healthy places to work, live and visit. We are convinced that this is essential for the wellbeing of our employees, customers, occupiers, service partners and visitors to our assets under management, and for the long-term sustainable growth of our company and our clients.

This policy also referred to as the 'Health and Safety Policy' is supported and endorsed by the Redevco Board and Leadership Team. It applies to all activities of the Company as an employer and as a manager and developer of properties. We recognise and accept our responsibilities to provide a safe and healthy working environment for all our employees, customers, occupiers, service Partners, and visitors who attend our managed properties and estates and to prevent injury and ill health.

2. Policy Aims

We will demonstrate an ongoing commitment to improving health and safety practices and developing a positive safety culture throughout all Redevco activities. We will lead by promoting best practice and implementing guidance from the relevant regulatory bodies.

To ensure effective implementation of this policy we will:

- Through visible and active leadership, ensure that employees are aware that working safely is a condition of employment.
- Identify and mitigate to an acceptable level, workplace safety and health hazards.
- Ensure employees are competent to undertake the tasks required.
- Ensure employees are empowered through confidence, training, awareness, and no fear of recourse to challenge, delay or postpone any activity that is considered unsafe.
- Integrate health and safety matters into our business decisions and actions.
- Strive for continual improvement in health and safety performance and report our performance on a regular basis.
- Engage with, and encourage communication and cooperation with, employees, external property managers, construction companies and other business/service partners and our supply chain to ensure that their health and safety management standards and practices meet or exceed the expectations of this policy.
- Identify and fulfil our compliance obligations, including under all legislation, standards, and codes of practice, which are relevant to our business in each jurisdiction we operate.
- Share this policy with employees, business/service partners and other relevant stakeholders
- Analyse the causes of any high potential incidents and nonconformances and take appropriate action to prevent recurrence.
- Enhance our performance based upon behavioural programmes, observations, coaching and health and safety maturity tools.
- Provide adequate internal and external resources to implement this policy.
- Ensure that significant risks arising from work activities under our control are eliminated or adequately controlled.
- Regularly review compliance with this Policy and the procedures which support it.

A healthy and safe environment is essential for the well-being of our employees, contractors, customers, occupiers, service partners and visitors to the properties we occupy, develop, and manage and we are convinced that this contributes to the long-term sustainable growth of our business so that our customers and people can thrive.

Our aim is to limit the number of work-related injuries and illnesses to an absolute minimum, and we are committed to eliminating hazards and reducing health and safety risks.

As part of our monitoring and evaluation process, health, and safety KPIs will be established annually.

To achieve this, we will:

- Provide a framework for setting the health and safety objectives.
- Consult with and encourage participation from our employees, their representatives, contractors, and service partners.
- Only assign employees and contractors to do work that they are competent to do.
- Engage competent external health and safety advisors.
- Provide quality information and the appropriate training and instruction relevant to specific job roles.
- Encourage effective communication and co-operation.
- Regularly review our health and safety performance.

To demonstrate this, the Redevco Board is committed to providing adequate resources to:

- Enable this policy to be implemented, developed, monitored, and reviewed.
- Fulfil our legal requirements and other requirements.
- Set health and safety objectives.

All employees should acknowledge their own individual duties and responsibilities to take reasonable care to prevent injuries to themselves, fellow employees, contractors and suppliers and members of the public.

3. Applicability

This policy applies to all company activities as an employer, a developer, and manager of assets under management.

Where the law in local jurisdiction conflicts with this Policy statement, local laws and regulations prevail.

This Health and Safety Policy and all H&S documentation will be reviewed periodically as appropriate.

Additional supporting policies and procedures are available to all employees and can be found on the Company SharePoint site.

4. Management Control

The Redevco Leadership Team is committed to ensuring health and safety standards are maintained and continually improved. Redevco's **CEO** is nominated as the Board Director responsible for Health and Safety within Redevco and has ultimate accountability for Health & Safety within the Company.

The Redevco **Leadership Team** is supported by the Redevco Health and Safety Working Group. This Working Group will seek to continuously improve our Health and Safety performance, practices and culture using lessons learned from our own incidents and others in the property management and development sectors and establish, document, implement, maintain, and continually improve this Health and Safety policy and related procedures at Redevco. The Redevco Health and Safety Working Group will establish, document, implement, and continually improve a Health and Safety management system and report to the Board on a quarterly basis.

The **Head of Country** in each office is responsible for Health and Safety in the Redevco Offices of that country and ensures that a Health and Safety Manual for each Redevco offices is in place which is reviewed regularly in accordance with the Health and Safety Policy.

New **Redevco Employees** will receive training based on the local Health & Safety Manual when joining the Company, ideally in the first week as part of their onboarding, and will be required to confirm that they have received the necessary training as part of their induction process. In addition, on an annual basis, all Redevco employees will receive Health and Safety training. The Head of Country will ensure that all employees of the respective country participate and sign to acknowledge their attendance. The signed documents are kept and stored locally, and compliance will be reported to the Health and Safety Working Group.

The **Deputy Chief Operating Officer Real Estate** is responsible for Health and Safety in assets under management. On a local level this responsibility is delegated to the local **Portfolio Directors**, and on an asset level the **Asset Manager** is responsible for Health and Safety at the asset they are responsible for managing. In cases where there are external property managers contracted for the day-to-day management of an asset the external property manager is responsible for Health and Safety in the asset in accordance with this policy. The asset manager monitors this and ensures that any Health and Safety issues are properly addressed and resolved. A file is kept locally by the asset manager, including minutes of meetings with the tenants, or external property managers on Health and Safety topics.

The Health and Safety Working Group will review this policy and associated safety management systems as necessary.

5. Implementation

5.1 Setting of H&S objectives.

The Health and Safety Working Group will, on an annual basis, propose Health and Safety objectives and associated KPI's to be attained in the following year to be agreed by the Redevco Board.

The Health and Safety Working Group will report to the Redevco Board on a quarterly basis.

5.2 Health and Safety objectives and key risk indicators

Health and Safety objectives will be agreed each year and will address any significant issues identified from audits and assessments, significant incidents or legislative change. The agreed Health and Safety objectives are reported and managed within the Health & Safety Working Group and progress to achieve Objectives will be reported on a quarterly basis to the Redevco Board.

5.4 Appropriate resources

The Health & Safety Working Group will ensure that sufficient and appropriate resources for the delivery and implementation of this Health and Safety Policy are in place within Redevco.

5.5 Training

Redevco is committed to providing all necessary information and the appropriate training and instruction relevant to support our employees in their specific job roles.

5.6 Monitoring and Auditing

Redevco will establish, implement, and maintain a process for monitoring, measurement, analysis and performance evaluation through the Health and Safety Working Group. The Working Group reports to the Redevco Board on a quarterly basis.

The Health and Safety Working Group can decide on performing Health and Safety audits in assets under management in accordance with Health and Safety objectives or, at any time where it is appropriate to do so. Follow up on any findings is the responsibility of the Deputy Chief Operating Officer Real Estate, local Portfolio Director and the responsible Asset Manager. The outcome of any audit and recommendations will be reported to the Health and Safety Working Group and tracked to conclusion. External Health & Safety consultants appointed to carry out audits will be reviewed on a regular basis to reflect the composition of AUM and in country requirements.

5.7 Accident and incident management

Accidents, incidents and near misses must be reported using the correct form held on the Redevco Intranet site.

The mandatory requirements expected of Redevco employees in relation to the reporting of health, safety and security accidents, incidents and near misses will be detailed in the Health and Safety & Compliance training manual once developed.

5.8 Emergency preparedness

Plans and procedures for responding to emergency situations are periodically tested and reviewed.

A Crisis Management Policy is in place in case of emergency situations. The policy can be found on Redevco's Intranet site.

5.9 Fire risk management

Redevco is committed to providing a safe environment for its employees, contractors, service partners, occupiers, and visitors in line with the relevant legislation.

5.10 Construction

The management of construction and related works within Redevco will be discharged through the appropriate business departments, with the support and commitment from the respective Redevco Board, GRC and Health and Safety Working Group.

5.11 Provision of health and safety information

Redevco will provide adequate health and safety information on the scope of proposed contracts where applicable and allocate sufficient time and resources for the tender process.

5.12 Contractor management

Redevco aims to provide clear guidelines to contractors to enable adequate planning before contractors are invited to work on Redevco controlled premises.

5.13 Managing agents

Managing Agents that have been contracted to manage property on behalf of Redevco will be responsible for managing health and safety within the properties under their management in accordance with their appointment. Their performance will be monitored and documented by the Redevco Asset Manager responsible for the asset and actions arising will be actively reviewed until concluded.

The exact boundaries of control between occupiers and the Managing Agent will be clearly defined within the occupiers' leases.

Where Redevco directly control AUM Redevco will be responsible for managing Health and Safety within the properties under their management in accordance with their appointment. The Asset Manager will be responsible for ensuring appropriate controls and in place to manage Health and Safety at the asset.

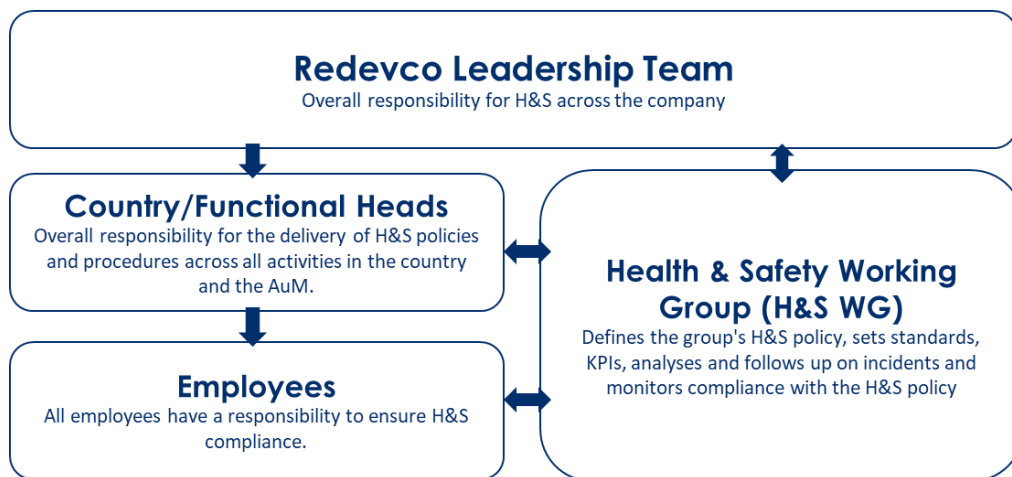
5.14 Asbestos and other hazardous materials management

Redevco will develop and operate a robust system and policy with regards to the management of Asbestos and other Hazardous Materials in line with local laws and legislation, co-ordinated by the Health and Safety Working Group, which clarifies appropriate procedures. Regular compliance reporting will be monitored and reviewed in the Health and Safety Working Group.

5.15 Health and Safety Management System Review

Redevco will review the implementation of a Health and Safety Management System (H&SMS) to determine an objective to achieve certification to the international standards ISO:45001. Redevco carries out annual management reviews and will ensure that the H&SMS meets the requirements of the standards and delivers improvements in Health and Safety performance.

6. Structure, Governance, Responsibilities and Communication



7. Roles and Responsibilities

Notwithstanding the responsibilities and roles outlined within this policy, Redevco may also include specific responsibilities within Job Descriptions and health and safety policies and procedures. Where such additional responsibilities arise, the Company will communicate this to individuals.

8. Additional relevant Policies:

Redevco employees should be aware of the Health and Safety Policy and all other relevant GRC policies listed below, but not limited to:-

1. RBP 16 Business Integrity Principles
2. RBP 17 Speak Up Policy
3. RBP 16b Supplier Code of Conduct
4. RBP 18 Crisis Management Policy
5. RBP 15 Know Your Customer Policy

These policies are available on the Redevco Intranet site.

9. Reporting Non-Compliance to Health and Safety Policy Statement

The Health and Safety Working Group in partnership with relevant stakeholders will ensure that appropriate systems and procedures are in place for health and safety incident reporting, escalation response, investigation, analysis, and subsequent improvement. These procedures will include arrangements for those incidents which require notification to an external enforcement authority.

Any employee who identifies any issues with this Health and Safety Policy should direct these issues to their line manager, or if this is inappropriate to his or her next level of management or to the group compliance officer by phone (+31 20 5996262 / +31 6 10945558) or by email (albert.weenink@redevco.com / grc@redevco.com). For further details on reporting misconduct see also RBP#17 Speak Up Policy.