

EMEA Health, Safety and Environmental Policy

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CBRE

This Policy reflects the importance CBRE attaches to Health, Safety and Environmental (HSE) management. It demonstrates a determined and overriding commitment to HSE within CBRE across Europe, Middle East and Africa (EMEA). HSE is embodied in each of our RISE values; Respect, Integrity, Service and Excellence.

This policy is supplementary to and consistent with the CBRE Global HSE Policy signed by Bob Sulentic and will be reviewed on an annual basis. CBRE EMEA, acting through our various country operations and business units, is fully committed to achieving world class standards of HSE management and performance. As part of our commitment, we will;

- Uphold industry standards, promote good practice and ensure our efforts fully comply with local, national and international HSE legal and regulatory requirements.
- Provide a safe and healthy workplace for our employees and others who are affected by our activities, eliminating or reducing hazards as far as is reasonably practicable.
- Undertake work activities in a safe and environmentally sustainable manner supporting the successful growth of our business whilst protecting the environment and preventing pollution.
- Provide resources to reduce and eliminate injuries and occupational health related illnesses, including where a greater proportion of work than usual is being done from home. We promote a healthy lifestyle and encourage our employees to proactively manage their physical and mental health and wellbeing when onsite or when working from home.
- Work collaboratively, and act in a responsible manner to ensure HSE management is an integral part of the culture of not only our collective business activities, but beyond our own occupied offices, encompassing our clients' property, our supply chain, occupiers and contractors.
- Establish, monitor and review appropriate HSE objectives to create a culture of continual improvement.
- Measure and communicate our HSE performance with our employees, investors, clients and other interested stakeholders. We will incorporate HSE considerations into every aspect of our business.
- Implement and maintain policies, procedures, and systems that align to the principles of ISO 14001 and ISO 45001.
- Provide appropriate information, instruction, training and supervision which underpin our commitment to HSE and reflect the composition, functions and geographic locations of our business.
- Consult with employees through a representative committee framework on Occupational Health Safety and Wellbeing matters.

Our people perform a critical role in the promotion of an active HSE culture. All CBRE employees have a responsibility for their own HSE and for the HSE of those affected by their activities at work. We will ensure they are aware of the hazards and risks that affect our business and that they are competent and empowered to minimise those risks. Responsibilities for ensuring ownership and implementation of this Policy have been delegated through each country management chain and their respective team management structures.

Date: September 2020



Signed:

Martin Samworth

Chairman Advisory Services APAC / EMEA