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LOGOS

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# Group Health Safety and Wellbeing Policy

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## 1.0 General

### 1.1 Introduction

At LOGOS, we recognise that the health, safety and wellbeing of our people, external stakeholders, and communities in which we work, is essential to the success of our business. This includes tenants, contractors, customers and visitors.

LOGOS is dedicated to continually improving the management of health, safety and wellbeing across our business through the adoption of this Policy and the associated LOGOS procedures and initiatives derived from our commitment.

### 1.2 Scope of this Policy

This Policy applies to the LOGOS' Group, including acquisitions, development and the operation of our assets and corporate activities. All LOGOS employees, including consultants, contractors, secondees and interns, are required to contribute positively to our commitment.

## 2.0 Our Commitment

LOGOS is committed to establishing and implementing a health, safety and wellbeing framework across the business which defines LOGOS' Group safety standards whilst accommodating for local adaptations within the countries in which we operate.

To do this, we will focus on:

- Complying with local legislative health, safety and wellbeing obligations as a minimum.
- Proactively identifying, assessing, and mitigating health, safety and wellbeing risks within LOGOS offices, development sites and property portfolios, including tenant operations which pose a material risk to LOGOS e.g. storage and management of bulk dangerous goods.
- Continuing to integrate the mitigation of key health, safety and wellbeing risks within LOGOS' operational processes so health, safety and wellbeing management becomes part of how we do business.
- Building and enhancing existing Group procedures and operating frameworks that contribute to uplifting safety standards reflective of lessons learnt or industry progress to support LOGOS' commitment to continuous improvement.
- Integrating our efforts on sustainability, corporate social responsibility and health and safety to recognise the value of people and contribute to improving the communities in which we work in.
- Assurance programs and governance and reporting structures which support integrity and transparency in the management of health, safety and wellbeing risks.

We aim to support this commitment through:

- Fostering a health, safety and wellbeing culture in which everyone is accountable.
- Improving health and safety knowledge within our teams through the provision of regular training, consultation and communication.
- Defining specific health and safety responsibilities and accountabilities relevant to positions across the business, through tailored health and safety KPIs.
- Providing suitable resources to support our teams in the ongoing management of health, safety and wellbeing.
- Engaging with our external stakeholders periodically on health, safety and wellbeing matters.

## 3.0 Tools and References

Relevant LOGOS policies and procedures:

- Compliance Manual
- Group Risk Management Policy
- Group Sustainability Policy

- Quarterly Board Reporting Procedure
- Speak Up Policy
- Supplier Prequalification Checklist

## 4.0 Policy Administration and Review Cycle

### 4.1 Policy Administration




The Group Head of HSE and Sustainability will have primary responsibility for administering this Policy, including ensuring that this Policy is current and reviewed at least every two years from the date of last review and approval, or earlier if required. Any amendments to this Policy must be approved by the Managing Directors.

### 4.2 Version History

Version	Date of change	Summary of change	Name of person making changes
1.0	October 2015	Initial Policy	
2.0	August 2020	New Policy Format Full update	Group Head HSE and Sustainability

### 4.3 Endorsed

This Policy is endorsed by:

				
John Marsh		Trent Illiffe		Stephen Hawkins
<i>Managing Director &amp; Co-CEO</i>		<i>Managing Director &amp; Co-CEO</i>		<i>Managing Director</i>