



SEGR

Health & Safety Policy



Forward by the Chief Executive

As a leading owner and developer of industrial and logistics property, we recognise the importance of the safety and wellbeing of our employees, customers, contractors and suppliers, as well as our reputation with the communities in which we operate.

I and the Board are fully committed to making our business and our properties safe and healthy places to work and visit. By adopting a consistent approach, we will ensure that our health and safety management system and strategy is embedded within all decision-making processes throughout the Group.

Our positive health and safety culture has been achieved by adopting the right attitudes and consistent approach to health and safety practices, as well as through implementing robust management controls and careful auditing procedures. We are committed to minimising the risk of injury or ill health to people and damage to property or the environment. Any health or safety issues that are identified will be addressed proactively.

Our Health & Safety Policy Statement sets out the framework we should all follow across the Group, and everyone is expected to play their part in keeping this business a safe, healthy and sustainable place to work and visit.

Health & Safety at SEGRO

SEGRO's Health & Safety Policy and associated Health & Safety Management System has been developed in line with health and safety legislation and industry best practices applicable to all the geographies we operate in. This allows us to demonstrate the effectiveness of the management of health and safety throughout our business.

SEGRO's health and safety approach is aimed at embedding health and safety within the culture and behaviour of all employees by being proactive in the elimination of risks through tighter controls, training and raising awareness, rather than reacting after the event.

The Health & Safety Management System formally communicates the instructions and procedures covering operational and work activities, from the Board to the Leadership Team, managers and everyone employed or involved in SEGRO's activities. This is to ensure the health, safety and wellbeing of all those associated with the activities of SEGRO including customers, contractors, visitors and the public. It will continue to be supplemented by lessons learnt and best practice sharing that will be generated by the operation of the Health & Safety Management System.

The Health & Safety Management System includes specific mandatory procedures, applicable to all employees, alongside our Health & Safety Standards, which detail the health and safety responsibilities of those employed or working on behalf of SEGRO and provides the arrangements for managing health and safety at SEGRO. This will ensure that SEGRO adopts a uniform approach to health and safety management across the Group whilst ensuring local, regional and national legislative requirements are met.

The Group Health & Safety Team provides regular reports to the Joint Operating Group, Executive Committee and the Board on health and safety performance, as well as actions taken or arising from business activities. This allows for regular and effective communication throughout the Group and facilitates the continuous improvement of the Health & Safety Management System and associated policies, procedures, standards, guidelines and forms.

Health & Safety Policy Statement

It is the policy of SEGRO to ensure, so far as is reasonably practicable, the health and safety of all employees and any other persons who may be directly affected by the activities of the Group.

SEGRO's Health and Safety operating policies, procedures and standards are compliant with all relevant legislation and directives of the countries in which it operates.

SEGRO will:

- Establish and maintain safe and healthy working environments that minimise the risks to health, safety and welfare
- Ensure that significant risks arising from work activities under SEGRO's control are eliminated or adequately controlled
- Develop and implement appropriate health and safety procedures, standards and safe working practices
- Maintain all workplaces, buildings, estates, plant, equipment, machinery and hazardous substances, and any other applicable assets under SEGRO's control in a condition that is safe and without risk to health
- Ensure that all employees receive appropriate information, instruction and training, and are competent to carry out their designated responsibilities
- Develop appropriate occupational health services for employees to access
- Achieve compliance with legal requirements across all the geographies in which it operates.

These objectives will be achieved through:

- Cultivating a proactive attitude towards health and safety by setting targets and employee objectives
- Developing consultation processes to ensure employees are involved in health and safety decisions
- Providing adequate resources to implement this policy
- Ensuring this policy is understood, implemented and maintained throughout the organisation
- Driving continual improvement in health and safety performance by regularly measuring and reviewing compliance with the health and safety policy and the Health and Safety Management System that support it
- Assessing all suppliers to ensure they meet SEGRO's minimum requirements on health and safety, ensuring their competence for their designated activities.

SEGRO will communicate the Health & Safety Policy to all employees, and it will be freely available to customers and the general public. This policy and the Group's Health and Safety Management System, and any supporting documentation, will be reviewed annually and updated as required to conform to current legislation, applicable industry best practice and company activities.

Signed on behalf of SEGRO
David Sleath, Chief Executive

Date: 20/02/2024

This Policy applies to the SEGRO Group, which includes SEGRO Plc and all its subsidiaries.
