

Health and Safety

Cushman & Wakefield is committed to:

- Working on the basis that all injuries, incidents and industrial related diseases are preventable
- Eliminating or reducing hazards and risks by applying control measures that prevent injury or damage
- Consulting with our employees, subcontractors and relevant interested parties impacted by our business operations on health and safety matters
- Establishing and achieving measurable objectives and targets, with a focus on continuous improvement in safety, health and well-being performance
- Integrating safety, health and well-being management into every aspect of our operations as a priority business function
- Verifying that our activities comply with performance requirements and commitments
- Maintaining a safety, health and well-being management system in line with International Occupational Health & Safety (OHS) requirements and complying with applicable laws, regulations and standards
- Developing safety, health and well-being programs that enhance the effectiveness of our leadership, work methods and safe work behavior within our organization
- Providing safety, health and well-being training to all employees
- Disseminating safety, health and well-being information to all employees, contractors, labor hire employees and visitors to the workplace
- Protecting workers from reprisals when reporting incidents, hazards, risks and opportunities

Senior management accountability

Each senior management representative responsible for our operational areas, is accountable for:

- Implementing this policy together with the safety, health and well-being strategy and programs, and allocating adequate resources and facilities
- Reviewing the safety, health and well-being processes and performance of all operations, on a regular basis, along with identifying and implementing required corrective and preventative actions

John Forrester

President
Cushman & Wakefield
July 2020
Next review due: July 31,
2022



- Evaluating safety performance through monitoring, inspection and audit assessments of our operational workplaces
- Demonstrating leadership by personally requiring compliance, at all times, to all aspects, of this policy and leading by example

Cushman & Wakefield recognizes its moral and legal "duty of care" to provide a safe and healthy work environment for employees, customers, subcontractors, vendors and visitors at all

Cushman & Wakefield workplaces. This commitment extends to ensuring that our operations do not expose the local community to risk of injury, illness or damage to property or environment.

Operational management responsibilities:

- Identifying hazards, completing risk assessments and applying control measures to prevent harm
- Implementing safety, health and well-being management plans, safe systems of work and monitoring to verify compliance
- Ensuring contractors work to the conditions of engagement and prepare and implement the necessary safe work plans and practices applicable to their work
- Utilizing suitably competent personnel to achieve performance requirements and commitments
- Training employees to meet their safety, health and well-being responsibilities, gain levels of competency, achieve compliance with legislative requirements, and meet safety standards for tasks performed
- Communicating and consulting with employees on this policy and in the development, implementation and promotion of safe systems of work
- Regularly reviewing contingency and emergency preparedness plans to ensure timely action in the event of an incident
- Requiring visitors, customers and other relevant parties to comply with our safety, health and well-being requirements, where applicable

Each person is individually responsible for:

- Working safely and keeping their work area safe, not endangering themselves or others working around them
- Cooperating in complying with safe systems of work and demonstrate understanding of instructions issued to protect their own safety and the safety of others
- Using and maintaining tools, equipment, and personal protective equipment, including clothing and footwear, in a safe and compliant manner
- Ensuring they are fit for work
- Reporting all incidents, including near misses, hazards, injuries and property damage to their Supervisor or Manager

Please contact the Global HSSE Team if you have any questions regarding this policy