



TRITAX MANAGEMENT LLP

HEALTH AND SAFETY POLICY

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TRITAX HEALTH AND SAFETY POLICY

Tritax is committed to working with its suppliers to ensure high ESG standards are maintained throughout its value chain.

Tritax is committed to ensuring the health, safety and wellbeing of all contractors, and suppliers. Everyone has a proactive part to play in order to realise our zero-harm health and safety culture ambition, whereby everyone is safe and healthy every day, everywhere.

Scope

This policy relates to all suppliers procured by Tritax Management LLP in managing its funds – Tritax Big Box REIT plc, Tritax EuroBox plc, Tritax MetroBox, and TPIF.

Health and Safety Commitments

Our aim is to create a proactive safety and wellbeing culture and working environment in which all occupational injuries and illness are foreseeable and preventable. We expect all of our suppliers to act in a manner that demonstrates their personal and collective commitment to this aim.

For our suppliers, we expect have minimum standards in the following areas:

1. Laws and regulations

We expect our suppliers to meet applicable local and national health and safety laws and regulations, including those related to the design, construction and maintenance of facilities for contract workers.

In Europe, we expect suppliers to adhere to the EU-OSH Directive, which covers chemical, physical and biological hazards, PPE, workplace safety and workload risks.

The core health and safety legislation relating to construction projects in the UK are:

- The Health & Safety at Work Act 1974
- Construction (Design and Management) Regulations (CDM) 2015
- Workplace (Health, Safety and Welfare) Regulations 1992
- Management of Health and Safety at Work Regulations 1999
- Control of Asbestos Regulations 2012

2. Health and safety policy and management system

We expect our suppliers to:

- Have a clear, publicly available health and safety policy statement in place
- A suitable and sufficient documented management system which is appropriate
- Be committed to developing and applying such appropriate health and safety management systems and responses as may be required to protect against emerging health and sanitation concerns (including clear assignment of management responsibility for health and safety); and to monitor and report corrective actions against incidents (accidents, near misses, etc.)

3. Safe working environment

We expect our suppliers to maintain a safe and secure working environment. This includes providing, as a minimum:

- access to adequate potable drinking water (complying with World Health Organisation and national standards and representative of headcount)
- safely managed sanitation services and hygiene facilities with running water and soap, ventilation
- adequate lighting and temperature, personal protective equipment, and health and safety training to mitigate known hazards or potential risks

4. Health and safety capability and competence

We expect our suppliers to train their people to required health and safety competence levels to enable them to conduct their work-related tasks and activities in a safe, healthy and responsible manner.

5. Emergency preparedness

We expect our suppliers to maintain adequate fire and emergency preparedness procedures, including evacuation procedures, emergency drills, appropriate first-aid supplies, fire safety equipment and exit facilities, and to have suitably trained and competent emergency personnel.

6. Risk assessment and management of change

We expect our suppliers to conduct routine and dynamic risk assessments to effectively mitigate existing and emerging risks. Our suppliers should have a robust management of change process and system in place to ensure any emerging or anticipated health and safety related changes in their sector are effectively managed, assessed, and suitable controls measures implemented to safeguard their organisation and people.

7. Continuous improvement and use of technology

We expect suppliers to commit to making continuous improvements to their health and safety standards and culture through leveraging best available data insights in order to prevent accidents and injuries, effectively engage workers in the determination of such work practices and create a best practise working environment.

We encourage the adoption of externally recognised health and safety management systems that can be externally verified and certified.


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8. Raising concerns

We expect our suppliers to have appropriate incident and health and safety hazard reporting processes and systems in place so employees and contract workers can easily raise and discuss their concerns, report any work-related accident or near miss and enable root causes to be determined and effective prevention controls to be implemented.

Tritax has a Whistleblowing Policy and Procedure that can also be used. See the Whistleblowing Policy for details.

DocuSigned by:

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Henry Franklin

Chief Operating Officer, Partner

Tritax Management LLP

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