



Environmental and Health & Safety Policy

By Jawa Corporate Real Estate Solutions B.V. (Jawa)

Effective Date: November 10th, 2024

Review Date: November 10th, 2024

1. Purpose

Jawa Corporate Real Estate Solutions B.V. (hereafter "Jawa") is committed to operating in a manner that prioritizes the health, safety, and well-being of our employees, clients, contractors, visitors, and the communities in which we operate. Additionally, we are committed to minimizing our environmental impact through sustainable practices across all areas of our business.

This Environmental and Health & Safety (EHS) Policy sets the foundation for our efforts to create a safe, healthy, and environmentally responsible work environment globally.

2. Scope

This policy applies to all employees, contractors, and stakeholders of Jawa Corporate Real Estate Solutions B.V. in all offices, properties, and project locations where the company operates globally.

3. Commitment to Health & Safety

Jawa is dedicated to maintaining a safe and healthy working environment for all personnel and stakeholders. We recognize that the well-being of our employees is essential to the success of our operations, and we are committed to preventing accidents, injuries, and occupational diseases through:

- Compliance with all relevant local, national, and international health and safety regulations
- Ongoing risk assessments to identify potential hazards and implement preventive measures
- Training and education on health and safety practices for all employees and contractors
- Providing appropriate personal protective equipment (PPE) as necessary for our workforce
- Encouraging open communication about safety concerns and fostering a culture of safety awareness



- Establishing emergency response procedures and ensuring employees are well-prepared in the event of an accident or disaster

4. Commitment to Environmental Responsibility

Jawa acknowledges its environmental responsibility and is committed to sustainable practices that reduce our ecological footprint. We are committed to:

- Minimizing waste, reducing emissions, and conserving energy across all operations
- Implementing environmentally responsible construction and renovation practices in all real estate projects, ensuring energy efficiency, waste reduction, and sustainable material use
- Complying with environmental laws and regulations in all jurisdictions where we operate
- Promoting sustainable practices among clients, contractors, and stakeholders, encouraging green building certifications such as LEED, BREEAM, and others where appropriate
- Supporting the circular economy by promoting the reuse, recycling, and responsible disposal of materials
- Monitoring and evaluating our environmental performance and striving for continual improvement

5. EHS Governance

Jawa recognizes the following principles as part of its EHS Governance:

- **Responsibility:** The ultimate responsibility for EHS rests with the Managing Director. The EHS Coordinator is responsible for implementing this policy and ensuring its compliance across all offices and projects
- **Accountability:** All employees, contractors, and stakeholders are responsible for adhering to EHS-standards. Regular reviews of our EHS-procedures will ensure that all parties are aware of their obligations
- **Training & Awareness:** Jawa is committed to providing ongoing training on health, safety, and environmental management. Employees will be kept informed of any changes in regulations and best practices

6. Continuous Improvement

Jawa is dedicated to continually improving our EHS-performance through:

- Regular audits and reviews of our environmental and health & safety practices

- Feedback mechanisms to gather input from employees and stakeholders to improve safety protocols and sustainability efforts
- Setting measurable targets for reducing our environmental impact and improving health & safety outcomes
- Encouraging innovation in sustainable real estate development, project management, and operational processes

7. Reporting and Incident Management

Jawa is dedicated to continually improve its operations through:

- Incident Reporting: All employees are required to immediately report any accidents, injuries, or unsafe conditions to their supervisors or the EHS Coordinator. A clear and accessible reporting system will be in place.
- Investigation & Action: All incidents will be investigated, and corrective actions will be implemented to prevent future occurrences.
- Record Keeping: Accurate records of health & safety incidents and environmental performance will be maintained in accordance with local legal requirements.

8. Compliance and Legal Requirements

Jawa will comply with all relevant local, national, and international environmental and health & safety regulations in every market where we operate. We will proactively monitor changes in laws and regulations and update our practices to ensure compliance.

9. Collaboration and Communication

Jawa believes in the power of collaboration and transparent communication with our stakeholders. We will:

- Engage with clients and contractors to promote EHS best practices.
- Share knowledge on environmental sustainability and health & safety initiatives.
- Foster a culture of accountability and responsibility, ensuring that every person involved in a project shares the commitment to safety and environmental protection.

10. Policy Review

This policy will be reviewed annually and updated as needed to ensure its continued relevance and effectiveness in meeting our EHS-goals. Employees and stakeholders will be informed of any significant changes to the policy.

Conclusion

At Jawa Corporate Real Estate Solutions B.V., we are dedicated to integrating health, safety, and environmental stewardship into every aspect of our business operations. Through responsible practices, continuous improvement, and collaboration, we will strive to protect our people, our planet, and our properties.



Jeroen Lubbers
Managing Director
Jawa Corporate Real Estate Solutions B.V.

Date: November 10th, 2024
Place: Arnhem, The Netherlands