



# OCCUPATIONAL HEALTH & SAFETY POLICY

**Responsible manager**

Sînziana Pardhan, Group Director, Strategic Transformation and Sustainability

**Sign off**

Frank Pörschke, CEO

**Valid from**

01.10.2023

**Updated**

01.01.2026

**Validity**

Unlimited unless otherwise updated or replaced

**Table of Contents**

1. Introduction.....	3
2. What does this policy do? .....	3
3. What you must do.....	3
4. OH&S Programme .....	4
5. Policy review .....	5

## 1. Introduction

At P3, we believe that every company - and every individual - deserves a proper space to grow, and we strive to ensure their long-term prosperity in supportive, inclusive and opportunity-rich environments. We see ESG as a business imperative and we are committed to acting in a moral, ethical, and responsible way in our daily operations with our employees, shareholder, business partners, and local communities.

As the first European Logistics Real Estate company to become a signatory of the United Nations Global Compact, P3 is committed to upholding all internationally recognized human rights applicable to our operations and stakeholders and this encompasses Occupational Health and Safety (OH&S). Embedding these human rights values in our business - and expecting the same from our value chain - is not only sound business practice, but simply the right thing to do.

OH&S is a priority for P3. We are dedicated to fully integrating sustainability into our processes, addressing social factors such as health, safety and the overall well-being of our people.

## 2. What does this policy do?

P3 strives to prevent on-site work-related injuries, illnesses, and fatalities through a consistent approach to health and safety management. This OH&S Policy defines the key health and safety issues and risks relevant to P3, along with our processes in relation to compliance, risk management, and governance. Its purpose is to ensure effective incident reporting, investigation of causal factors, and the implementation of measures to mitigate and eliminate such risks from P3's assets and operations.

## 3. What you must do

This OH&S Policy covers P3's direct business operations and activities, including our offices and assets, and applies to all P3 employees, as well as to our business partners (including facility managers, consultants, contractors and suppliers) when working on P3's sites and/or in P3's offices. Where possible, we will support our customers in reducing their risk factors and challenges at our assets; however, we acknowledge that many of our customers may have their own health and safety policies and procedures which may apply alongside this OH&S Policy.

### a. Common health and safety issues in P3's operations and activities

In our offices, primary risk concerns include slips, trips and falls, manual handling, and desk-based health and wellness issues such as eye strain and poor ergonomics.

At our assets, primary risk areas concern slips, trips, and falls; manual handling; working at height; vehicle movement in and around the warehouse; and the risk of moving or falling objects. While not all these risks apply directly to P3 employees, they may affect on-site workers and contractors.

Construction and refurbishment projects also present their own risks and challenges. Specific contractor guidance is being developed to ensure that health and safety issues related to our active construction sites are appropriately managed.

### b. Compliance with health and safety regulations, employment of best practices

P3 is committed to meeting or exceeding all applicable OH&S legislation relevant to our business and the countries in which we operate. Where there is a gap in regulation and it is feasible to do so, P3 aims to implement best-practice measures. Applicable OH&S legislation is reviewed on a regular basis to ensure ongoing compliance and to strengthen and continually improve our health and safety outcomes.

### c. OH&S risk identification

P3 uses several methods to identify OH&S risks, including consideration of strategic ESG factors affecting OH&S and lessons learned from construction and other project-related incidents. We also work directly

with third-party specialists, including OH&S and sustainability experts, to identify our main risks concerning OH&S. During our pre-acquisition due diligence exercises, we assess any health and safety aspects identified in connection to the assets, and any relevant issues highlighted are managed throughout the asset's lifecycle under P3's ownership.

#### **4. OH&S Programme**

##### **a. Governance and risk management**

ESG governance at P3 is defined by the Delegation of Authority framework and overseen by the P3 Group Board of Directors, which approves the overall ESG strategy, key targets and material updates. The CEO holds ultimate accountability for financial and non-financial performance, including OH&S.

To support this, the CEO is advised by the ESG Committee, chaired by the Group Director of Strategic Transformation and Sustainability. The Committee meets at least twice a year and ensures OH&S requirements are integrated into strategy, investment decisions and risk management. A monthly cross-functional ESG Working Group coordinates implementation across departments, monitors progress against targets and elevates material issues for review.

This structure ensures that ESG responsibilities are clearly assigned, consistently applied across the business, and aligned with P3's regulatory obligations and strategic objectives.

Several of our key departments, including Construction, Property & Asset Management, Risk, Legal & Compliance, and HR, work collaboratively with the ESG department on OH&S matters. Together, they contribute to the development and maintenance of OH&S policies, programmes, and strategies, and support the monitoring of related action plans to mitigate risks, under the overall coordination of the Group Health and Safety Coordinator.

##### **b. Monitoring and improvement**

P3 regularly monitors health and safety performance to identify and address causal risk factors. Following any major incidents, P3 carries out a standard assessment to identify appropriate measures that need to be put in place to mitigate root causes and prevent recurrence.

P3 may, where feasible, periodically execute audits at its assets and operations, or on the premises of major contractors or suppliers. For contractors or suppliers, P3 may request scheduled or, where contractually permitted, unscheduled on-site visits, either directly or through an independent third party, to assess compliance with OH&S requirements and to conduct any associated corrective action procedures.

##### **c. Reporting**

OH&S performance is regularly reported to both internal and external stakeholders, including for regulatory compliance. All OH&S incidents reported to P3, including near misses, injuries, work-related illness, and fatalities, are recorded in the OH&S Incidents Register, which is centrally maintained by the ESG and IT departments.

Major incidents are also reported, as appropriate, to the Crisis Line, Legal & Compliance and/or the HR Department, the relevant Country Managing Director(s) and the Management Team.

##### **d. Training**

P3 ensures that all employees receive appropriate training on OH&S topics. Training may also be delivered by contractors or third-party specialists to ensure awareness, compliance and support in reducing exposure to health and safety risks.

**e. Emergency response procedures**

Emergency response procedures, such as communication protocols, alert systems, and evacuation plans, are developed as appropriate and will be maintained at each of our construction sites and assets, in coordination with contractors and customers where relevant. Designated individuals will be trained to coordinate and manage emergency situations effectively.

**5. Policy review**

This OH&S Policy is reviewed at least every two years, or more frequently in response to significant regulatory, operational, or stakeholder developments.