



OCCUPATIONAL HEALTH AND SAFETY POLICY

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1 Introduction

At P3, we believe that every company, and every individual, deserves a proper space to grow, to ensure their long-term prosperity within beneficial and inclusive environments. At P3, we see ESG as a business imperative and we must act as a company that is committed to act in a way that is moral, ethical, and responsible in our daily operations with our tenants, employees, our shareholder, and our local communities.

As the first European Logistics Real Estate company to become a signatory of the United Nations Global Compact, P3 is committed to respecting all internationally recognized human rights that are relevant to our operations. Enforcing human rights values in P3's business operations and requiring the same value chain is a good business sense, and the right thing to do.

Occupational Health and Safety (OH&S) is a priority for P3 and we must ensure that sustainability is well integrated into its process, including social receptors such as health and safety and the promotion of overall health and well-being.

2 What does this policy do?

P3 aspires to prevent possible on-site work-related injuries, illnesses, and fatalities and one of the main tools to achieve this is a consistent approach. This OH&S Policy establishes types of health and safety issues and risks pertinent to P3, as well as our processes in relation to compliance, risk management, and governance. The purpose of this OH&S Policy is to ensure proper incident reporting systems, procedures for conducting investigations for causal factors and means to mitigate and eliminate such risks from P3's assets and operations.

3 What you must do

This OH&S Policy is intended for P3's direct business operations and activities, for our offices and assets and is applicable to all P3 employees as well as to on-site workers such as Property Managers, consultants, and contractors when working on P3's sites and/or in P3's offices. Where possible we will assist our tenants in reducing their risk factors and challenges at our assets, however, we recognize that many of our tenants may have their own health and safety policies and procedures that supersede this OH&S Policy.

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

For our offices, primary risk concerns are around slips, trips and falls, manual handling as well as desk-based health and wellness concerns (i.e., eye strain, ergonomics, etc.).

At our assets, primary risk areas concern slips, trips, and falls; manual handling; working at height; vehicles in and around the warehouse; and moving or falling objects. While not all of these may be subject to our employees and on-site workers.

Construction and renovation/refurbishment projects also present their own risks and challenges. Specific contractor and construction/renovation/refurbishment guidance ensure that health and safety issues specific to our active construction sites are well addressed.

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

P3 will meet or exceed all occupational health and safety legislation that relates to our business

and our countries of operation. Where there is a gap in regulation and feasible, P3 aims to implement best-practice measures. OH&S legislation is reviewed on a regular basis and any updates are included in P3's Risk Register.

c. Occupational health and safety risk identification

P3 uses several means to identify and assess risks. This includes our strategic Environmental, Social and Governance (ESG) risks that may impact OH&S. Construction and project related incidents. During our pre-acquisition due diligence exercises, typical risks are assessed for all our assets, and such identified risks are managed throughout our management of the asset.

4 Occupational Health & Safety Program

a. Governance and risk management

Our CEO has oversight of our business activities such as our construction projects and asset management workstreams. To support the oversight, several of our key departments work collaboratively on health and safety issues, including our construction and ESG departments which work together to manage various policies, programs and strategies around OH&S and their implementation and action plans to mitigate risks.

- CEO: Overall responsibility and oversight of OH&S for P3.
- First Response Team: Attend to significant accidents, injuries and fatal events.
- Health and Safety Working Group: In the ESG Committee, P3 has established key roles for a Health and Safety Working Group to oversee major incidents and determine means to mitigate on-site risk factors for P3 employees and any workers that may be on-site. Arising tenant issues, if we are aware, may also be investigated as part of the team's purview.
- Risk: Development of risk register, review and management of pre-acquisition due diligence reports, management of ESG datasets including OH&S (e.g., incidents, near misses, injuries, work-related illness, and fatalities). Office-related OH&S incidents and action plans.
- CPM: Construction and project related OH&S issues, investigations and action plans to mitigate causal risks. Specific staff are being trained on emergency response procedures. Construction-related OH&S incidents and action plans.
- Asset Management/Property Management: Asset-related OH&S issues, investigations, and action plans to mitigate causal risks. Specific staff are being trained on emergency response procedures.

Asset Managers have insight to our core business activities and reporting on incidents is managed by ESG. The ESG and Asset Management teams are responsible on a day-to-day operational stance, reporting to respective Country Managing Directors and the Senior Leadership Team.

ESG, along with our Information Technology (IT) Department, manage our Health and Safety register, which P3 employees, contractors, and service providers can report incidents into. Incidents are also reported to P3's Legal & Compliance Department or Group HR Department.

b. Monitoring and improvement

P3 monitors its health and safety issues to identify and eliminate causal risk factors. After any incidents P3 carries out a standard assessment form to identify appropriate measures that



need to be put in place to mitigate causal risks.

c. Reporting

OH&S performance is regularly reported to internal and external stakeholders, including for regulatory purposes. Reporting of incidents, near misses, injuries, work-related illness, and fatalities are recorded in the OH&S incident register which is centrally maintained by ESG and IT departments.

d. Training

P3 commits to training all employees and key on-site workers on OH&S topics to raise awareness and enlist their support to reduce P3's exposures and causal risk factors.

e. Emergency response procedures

P3 together with its business partners has developed emergency response procedures such as communication/alerts, evacuation plans. Emergency response procedures are maintained at each of our assets and construction sites. Key individuals are being trained and will coordinate efforts for such emergency situations.