

# 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 third 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 OHS standards 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; and
- 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, regularly, along with identifying and implementing required corrective and preventative actions;

- Evaluating safety performance through monitoring, inspection, and audit assessments of our operational workplaces; and
- 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 the 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; and
- 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; and
- Reporting all incidents, including near misses, hazards, injuries and property damage to their Supervisor or Manager.



Michelle MacKay (Aug 16, 2024 10:26 EDT)

**Michelle MacKay**

Chief Executive Officer  
Cushman & Wakefield

July 2024

Next review due: July 31, 2026