

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;

Michelle MacKay

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

Michelle MacKay

Chief Executive Officer

Cushman & Wakefield

July 2024

Next review due: July 31, 2026

- 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.