

HEALTH & SAFETY POLICY



SEGRO

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DAVID SLEATH
Chief Executive
SEGRO

FORWARD BY THE CHIEF EXECUTIVE

As a leading owner, asset manager and developer of modern warehousing and light industrial property, we recognise the importance of the safety and wellbeing of our employees, customers, contractors and suppliers, and of our positive impact on the communities in which we operate.

As part of our objective to attain Operational Excellence, I am fully committed to making our business and our properties safe and healthy places to work and visit. By adopting a 'One SEGRO' approach we will ensure that our health and safety culture and strategy is consistently embedded within all decision-making processes throughout the Group.

Our health and safety record has been achieved by implementing robust management controls and careful auditing procedures. We are committed to minimizing the risk of injury or ill health to people and damage to property or the environment. Any health or safety issues that are identified will be addressed positively and proactively.

Our Health & Safety Policy Statement sets out the framework we should all follow across the group, and everyone is expected to play their part in keeping this business a safe, healthy and sustainable place to work and visit.



HEALTH & SAFETY AT SEGRO

SEGRO's Health & Safety Policy and associated Health & Safety Management System has been developed in line with the internationally recognised OSHAS 18001 standard and will be reviewed in light of the additional changes made through its replacement standard ISO 45001. This allows us to demonstrate the effectiveness of the management of health and safety throughout our business.

SEGRO's health and safety approach is aimed at embedding health and safety within the culture and behaviour of all employees by being proactive in the elimination of risks through tighter controls, training and raising awareness, rather than reacting after the event.

The Health & Safety Management System formally communicates the instructions and procedures covering operational and work activities, from the Board to the Leadership Team, managers and everyone employed or involved in SEGRO's activities. This is to ensure the health, safety and wellbeing of all those associated with the activities of SEGRO including customers, contractors, visitors and the public. It will continue to be supplemented by lessons learnt and best practice sharing that will be generated by the operation of the Health & Safety Management System.

The Health & Safety Management System includes specific procedures detailing the health and safety responsibilities of those employed or working on behalf of SEGRO and provides the arrangements for managing health and safety at SEGRO. This will ensure that SEGRO adopts a uniform approach to health and safety management across the Company whilst ensuring local, regional and national legislative requirements are met.

The Health & Safety Team provides regular reports to the Operations Committee, Executive Committee and the Board on health and safety performance, as well as actions taken or arising from business activities. This allows for regular and effective communication throughout the Group and facilitates the continuous improvement of the Health & Safety Management System and associated policies, procedures, guidelines and forms.

HEALTH & SAFETY

POLICY STATEMENT

It is the policy of SEGRO to ensure, so far as is reasonably practicable, the health and safety of all employees and any other persons who may be directly affected by the activities of the Group.

SEGRO's operating policies and procedures are compliant with all relevant legislation and directives of the countries in which it operates.

SEGRO will:

- Establish and maintain safe and healthy working environments that minimize the risks to health, safety and welfare
- Ensure that significant risks arising from work activities under SEGRO's control are eliminated or adequately controlled
- Develop and implement appropriate health and safety procedures, and safe working practices
- Maintain all; workplaces, buildings, plant, equipment, machinery and hazardous substances, under SEGRO's control in a condition that is safe and without risk to health
- Ensure that all employees receive appropriate information, instruction and training, and are competent to carry out their designated responsibilities
- Develop appropriate occupational health services for employees to access
- Achieve compliance with legal requirements

These objectives will be achieved through:

- Cultivating a proactive attitude towards health and safety by setting SMART targets and employee objectives
- Developing consultation processes to ensure employees are involved in health and safety decisions
- Providing adequate resources to implement this policy
- Ensuring this policy is understood, implemented and maintained throughout the organisation
- Driving continual improvement in health and safety performance by regularly measuring and reviewing compliance with the policy and the management systems that support it
- Assessing all suppliers to ensure they meet SEGRO's minimum requirements on health and safety

SEGRO will communicate the Health & Safety Policy to all employees and it will be freely available to customers and the general public. This policy and any supporting documentation will be reviewed annually and updated as required to conform to current legislation and company activities.

SIGNED

On behalf of SEGRO
David Sleath, Chief Executive

Date: 16-01-20