

Health and Safety (“H&S”) Statement

Unibail-Rodamco-Westfield (“URW”) is committed to upholding the principles of H&S in its business operations. H&S refers to a discipline of interrelated policies, procedures, practices, and objectives aimed at safeguarding the Health and Safety of people in the workplace.

At URW, H&S is prioritised and integrated into each stage of the company’s planning and operations. To this end, URW makes all reasonable endeavours to promote a culture of safety, wellness and sustainability, and to continually improve existing practices, while ensuring compliance with the laws and regulations of the countries and regions in which it operates.

This Statement extends to all URW employees, contractors¹ and visitors, to the extent applicable, at its locations.

URW’s commitment to H&S is reflected in various robust initiatives:

- Access to physical and mental wellness programs and healthcare resources for employees;
- Information and training to empower and educate employees at all levels regarding H&S;
- Access to report accidents, near-misses, and potential instances of noncompliance and related protocols for investigation and appropriate corrective actions to the local H&S correspondent, the relevant manager or the local People teams (for employees);
- Proactive identification of hazards and implementation of appropriate risk mitigation measures through the Group risk management procedures;
- Collaborative approach with contractors and other third parties regarding H&S;
- Benchmark and assess performance in relation to industry metrics and best practices;
- Audits² at regular intervals; and
- Integration of feedback from employees, contractors, and stakeholders to drive continuous improvement.

As the owner, developer, and operator of sustainable, high-quality real estate assets in the most dynamic cities in Europe and the United States, URW strongly believes that H&S is vital to its core values and mission to create sustainable places that Reinvent Being Together.



Sylvain Montcouquiol
Chief Resources & Sustainability
Officer

¹ The term “Contractors” includes but is not limited to the suppliers providing services in our assets or corporate headquarters, such as facility management, construction services, security services, IT services, etc.

² In the United States, audits are in line with applicable regulations and local policies, such as URW’s Injury and Illness Prevention Programme. In Europe, audits are in line with applicable regulations and local policies, such as the Safe and Healthy Places label.