

Occupational Health and Safety Policy

Overview

Reference	MREIT/OSHP-V2/2025
Approving Authority	ESG Committee of Mindspace Group
Approval Date	March 28, 2025
Effective Date	This Policy on Occupational Health and Safety (“Occupational Health and Safety Policy” or “Policy”) shall come into effect from the date it was adopted by the ESG Committee at their Meeting held on March 28, 2025.

Revision History		
Version	Date	Change Type
V1	July 30, 2024	Approved
V2	March 28, 2025	Amended

Purpose

Mindspace Group acknowledges the impact its construction activities have on the health and safety of its identified stakeholders that include employees, workers, contractual labor, communities, customers, suppliers among others. The Entity remains committed towards integrating occupational health and safety considerations to ensure safe working conditions across all offices, sites, and workplaces, prevent any safety violations, and reduce on-site injuries and fatalities.

Applicability

This Policy has been approved and is applicable to the Mindspace Group and shall be read in conjunction with the Entity’s Environment, Social and Governance (ESG) Policy, Stakeholder Engagement Policy, and Supplier Code of Conduct.

Definitions

“Applicable Law” means any statute, law, regulation, ordinance, rule, judgement, order, decree, bye-law, approval of any Governmental Agency, directive, guideline, policy, requirement or other government restriction or any similar form of decision of or determination by, or any interpretation having the force of law of any of the foregoing Governmental Agency having jurisdiction, applicable to any Party, in force from time to time, including but not limited to the Real Estate regulations.

“Board of Directors” shall mean the Board of Directors of the Mindspace Group

“The Entity” shall mean Mindspace Group

“Stakeholder/s” shall mean individuals or groups of individuals, who have interests or abilities to influence outcomes of business activities across operations, supply chain and business partnerships, as well as those who are directly or indirectly impacted or affected by business activities of the Entity

“Supplier/s” shall mean suppliers/ service providers/ vendors/ traders/ agents/ contractors/ subcontractors/ contractual labor/ workers engaged for the purpose of development and maintenance of the assets in the portfolio of the Mindspace Group.

Policy Principles

- ✓ Adhere to all applicable laws, standards and regulations, voluntary programs and/or collective agreements to ensure optimum Occupational Health and Safety (OHS) of construction workforce and maintain high safety standards;
- ✓ Develop and implement an integrated and structured Health and Safety Management System Manual, that prioritizes safety in all business operations and in the communities, and integrates actions for emergency preparedness and response to prevent incidents across all business operations and development activities during design and construction phases;
- ✓ Continually strive to improve the performance of the Entity's Health and Safety Management System through consultation with and active involvement/ participation of workers, and/or workers' representatives;
- ✓ Ensure effective investigation of work-related injuries, ill health, diseases and incidents and perform OHS risk and hazard assessments that identify occupational health hazards and risks associated during construction activities and evaluate the progress in reducing/preventing health issues/risks, endorsing the culture of zero workplace accidents;
- ✓ Conduct internal inspections and periodic audits to ensure continual improvement in the performance of the Entity's Health and Safety Management System in alignment with the latest requirements of ISO 45001 Occupational Health and Safety Management System;
- ✓ Promote and create awareness among all identified stakeholders including employees, workers, contractual labour, communities, customers, suppliers etc. through mock drills, trainings and capacity building programs that address Occupational Health and Safety, injury and illness etc.
- ✓ Establish Occupational Health and Safety (EOHS) objectives and quantitative targets to monitor OHS performance and develop prioritization & action plans to continually improve performance on EOHS metrics;
- ✓ Ensure access to clean and safe facilities that includes deep cleaning and sanitization of facilities on its premises, access to potable water, good indoor air quality and sanitary food preparation and storage facilities;
- ✓ Ensure that worker dormitories provided by the suppliers shall be clean, safe, and with adequate access to emergency egress, adequate heat and ventilation and reasonable personal space;
- ✓ Incorporate Occupational Health & Safety (OHS) consideration in ESG Criteria to facilitate critical supplier selection and sustainable procurement practices;
- ✓ Undertake comprehensive risk assessments for climate-related hazards (cyclones, flooding, extreme temperatures);

- ✓ Identify and establish specific control measures to protect worker health and safety throughout the building lifecycle;
- ✓ Develop clear emergency response plan that includes evacuation protocols, communication strategies, and regular training drills focused on climate risks;
- ✓ Conduct awareness and training sessions for better communication of the emergency response plan;
- ✓ Identify and establish systems in place for employees to be trained on recognizing symptoms associated with extreme weather events, like heat stress, extreme rainfall, draught and floods, also spread awareness about safety practices during extreme weather events;
- ✓ Establish systems for monitoring weather conditions, encourage reporting of unsafe situations, and commit to regular reviews of policies and procedures to adapt to emerging climate challenges and improve overall workplace safety;

Management and Review

This Policy shall be reviewed periodically for its suitability and updated as necessary.

Amendment

This Policy shall stand amended to the extent of any change in Applicable Law, including any amendment to the Real Estate regulations, without any action from the Entity. The Board of Directors of the Entity reserves the right to amend or modify this Policy in whole or in part.