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**HEALTH & SAFETY POLICY**

thinkproject

EMS

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## 1 INTRODUCTION

At Thinkproject Group, all our actions are guided by our purpose to transform construction to build better lives and our corporate values. As a company that has defined integrity as one of its core values and strives to be a role model in the area of sustainability, we are committed to the health, safety and wellbeing of our employees.

The purpose of this policy is to document our commitment to pursuing high standards in the management of occupational health and safety at Thinkproject Group. We want to ensure that all employees working for or on behalf of Thinkproject Group understand and comply with this policy.

## 2 COMMITMENT

Although Thinkproject Group does not have the same health and safety issues as manufacturing companies, adequate Health and Safety Management is a priority for us. Our policy is to ensure the health, safety and wellbeing of our employees and across our supply chain by being committed to:

- Complying with all relevant regulations and legislation in our own operations
- Requiring suppliers to meet or exceed applicable occupational health and safety laws
- Providing a safe work environment and healthy working conditions to all our employees
- Identifying and analysing health and safety risks and taking appropriate action
- Consulting with employees on matters that affect their health and safety and encouraging dialog
- Investigating and addressing work-related incidents
- Developing and implementing emergency procedures, including having emergency procedures in place for office evacuation in the event of a fire
- Creating an environment that enables individual work-life balance
- Pursuing a program of continuous improvement in the health and safety management at Thinkproject Group
- Spreading awareness about health and safety procedures within Thinkproject Group
- Reviewing and revising this policy regularly

### 3 AREA OF APPLICABILITY

This policy applies to Thinkproject Group and its subsidiaries.

### 4 RESPONSIBILITIES

Health and safety of Thinkproject Group employees is a senior management and board level priority. In each company that belongs to Thinkproject Group, the local manager is responsible for occupational health and safety management. Locally trained and appointed officials support the local managers in their tasks.

The Sustainability Director is responsible for ensuring that minimum health and safety standards are integrated into Thinkproject Group's Supplier Code of Conduct.

### 5 REFERENCE DOCUMENTS

- Code of Conduct
- Human Rights Policy
- Supplier Code of Conduct
- Sustainability Policy
- Whistleblowing Policy

### 6 DOCUMENT CONTROL

Version	Date	Author	Approved by	Details of changes made
1.0	04.08.2022	Marc Kiesser Anne-Aur�lie Duval	Stephan Leitl	First version
1.1	16.11.2023	Andrea Collado Betr�n	Renzo Taal	Update on the position of the Sustainability Director

1.2	21.11.2023	Andrea Collado Betrán	Renzo Taal	Document review
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