

Tétris EMEA Health and Safety Policy Statement

This policy is created in support of the overarching JLL Global Health and Safety Policy and applies to all Tétris companies. To ensure the principles of Health and Safety management are clearly understood throughout Tétris EMEA, we are committed to:

- Providing safe and healthy working conditions for the prevention of work-related injury, ill health and disease to our employees on our projects, so far as is reasonably practicable and to protect the environment, including prevention of pollution, and safeguard the environment for habitats, stakeholders and property that may be affected by our activities to mitigate our impact.
- Providing a framework for setting Occupational Health and Safety objectives and targets.
- Fulfilling our obligations to meet all relevant legislative requirements, compliance obligations, voluntary programs and collective agreements pertaining to Health and Safety to which we subscribe.
- Eliminating hazards where practicable and to reduce risks in relation to Health and Safety.
- Striving to continuously improve our Health and Safety management policies and arrangements to protect individuals and the environment from risks whilst engaged in work related activities and to enhance performance.
- Ensuring that employees and their representatives are consulted and encouraged to participate actively in all elements of Health and Safety management.
- Providing the necessary information, instruction, training and supervision to employees and others, including temporary employees to ensure their competence with respect to Health and Safety, especially where relevant to their roles and responsibilities.
- Devoting the necessary resources in the form of finance, equipment, personnel, and time to ensure the health and Safety of employees and to protect the environment in which we work. Additional expert help may be sought from external sources, where the necessary skills are not available within our organisation.
- Liaising and working with all necessary persons to ensure that adequate arrangements are in place for ensuring the Health and Safety of visitors.
- Ensuring all employees and vendor partners are empowered to intervene should they see unsafe or environmentally unsound conditions.
- Promoting a positive step change in culture where Tétris staff and vendor partners at all levels assume accountability for management for Tétris' actions as part of their day-to-day duties within the office premises and on client sites.
- Promoting sustainable operating principles to achieve Health and Safety excellence in the global communities in which we operate.
- Celebrating the achievements of those who embody our culture and philosophy.
- Sharing learnings and best practices to promote and support our culture and to emphasize Health and Safety as a priority for our employees, our customers, and our contractors.
- Undertaking management reviews of this Policy and the associated Health, Safety and Environmental Management System on a regular basis acting as necessary to ensure its effectiveness and compliance with changes to our operations, structure, legislation, best practice, and procedures.

Nicasio Gutierrez
Tétris Chief Executive Officer

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