

## HEALTH & SAFETY POLICY STATEMENT

Countryside is committed to creating and maintaining a healthy and safe working environment for its employees, contractors, clients, visitors and members of the public. We recognise our obligations in relation to health, safety and welfare wherever we carry out our activities. This includes offices, construction sites, factories and sites where sales are taking place as well as whilst employees and others travel on Countryside business.

Countryside manages its health & safety using an Occupational Health & Safety Management System certified to the ISO 45001:2018 standard. The scope of its certification covers all its operational activities, including the acquisition of land, design, build and to eventual occupation in accordance with relevant legislation, regulation and other requirements with policies, procedures and processes in place to support this.

Occupational health and safety is led by senior management at Countryside, who are committed to continual improvement of the organisation's health and safety performance, management system, and reporting. We actively encourage feedback from all levels of the organisation as well as the supply chain and partners.

We commit to the hierarchy of controls over occupational safety and health including, as a minimum, legal compliance with relevant health and safety statutory obligations. We are also committed to the prevention of accidents, ill-health, dangerous occurrences and injury in the workplace to all persons that may be affected directly or indirectly by our activities, including, as a minimum, legal compliance of relevant health & safety legislation.

The purpose of the Policy is to promote a pro-active approach in the prevention of accidents, ill-health, dangerous occurrences, and injury in the workplace. This will be achieved, so far as is reasonably practicable, by the identification of hazards, the elimination of foreseeable risk and the management of residual risk, thus providing safe systems of work and compliance with relevant Statutory Acts, Regulations and applicable Codes of Practice. We recognise that technology plays a part in risk reduction and are committed to introducing new technology that protects life and enhances health and safety controls in the workplace.

We also take a pro-active approach to promoting and supporting the well-being of our employees and contractors. This includes providing mental health first aiders on in our offices, factories, and construction sites, as well as an Employee Assistance Programme for Countryside employees.

The co-operation of those employed or contracted by Countryside in ensuring the Policy is effective and the responsibility of each individual to take reasonable care for the health and safety of himself/herself and those who may be affected by his/her acts or omissions at work are legal obligations. Countryside insists that these obligations are met and any breach of any aspect of this Policy will be regarded as a serious breach. Countryside recognises the provision of adequate financial resources, training and supervision is essential to ensure all managers and employees are properly able to discharge their responsibilities under this Policy, wherever possible.

Iain McPherson, the Group Chief Executive, is the Director responsible for health, safety and welfare matters on behalf of the Board. He will ensure as far as possible that the Policy is implemented through the Health, Safety, Environment & Quality Committee ("Committee"). The divisional Chief Executives are members of the Committee and has overall responsibility for ensuring as far as possible that the health and safety policy and procedures are implemented throughout their Division.

The Group Health & Safety Department reports to the Divisions at monthly intervals and the Committee at three monthly intervals. The Group Health & Safety Department will also provide guidance and advice on all aspects of health, safety and welfare and arrange with management for the training of employees, as necessary. Monitoring the effectiveness of the Policy is the responsibility of the Group Health & Safety Department who will ensure that the Policy is reviewed, at least annually, recommending any necessary material changes to the Committee for approval by the Board of Countryside Properties PLC.

Countryside will consult with all relevant interested parties with respect to health, safety, and welfare in accordance with Statutory Requirements to ensure that all necessary measures are taken to make the Policy effective.

The Policy, detailing information on the organization as well as arrangements and other supporting documents required for its implementation is available for inspection on all sites or upon request.



I McPherson  
Group Chief Executive

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