

# HEALTH, SAFETY AND ENVIRONMENT (HSE) POLICY



In Axis Real Estate Investment Trust ("Axis-REIT"), our core focus in managing properties comes with the understanding that '**Safety Starts With Us**' and excellence in HSE matters. We shall provide safe working practices and a safe working environment for our employees, contractors, tenants, community and other relevant stakeholders, where practicable.

In order to achieve that, Axis-REIT shall endeavour to:

1. **Demonstrate** visible HSE leadership and commitment on HSE related matters.
2. **Commit** on HSE excellence in our activities by following the relevant code of compliance and adhering to applicable standards and procedures.
3. **Implement** measures which are relevant to our activities in order to prevent work-related death, injury, ill health, property damage as well as conservation of environment and prevention of pollution.
4. **Maintain** appropriate contingency measures and ensure these measures are tested to deal with emergency situations.
5. **Promote** continued improvement in our HSE management system and performance and enhancing the HSE competencies of our employees.

Axis-REIT is committed in achieving the above values by providing adequate resources, enforcing a stop work policy, consulting affected parties and providing a relevant platform to our employees, contractors, tenants, community and relevant stakeholders to communicate and participate in occupational HSE related matters.

We require all our employees, contractors, tenants, community and other relevant stakeholders to understand and strictly adhere to this policy at all times and recognise that HSE is everyone's responsibility. Safety induction training will be provided to all contractors entering our multi-tenanted buildings.

LEONG KIT MAY  
Chief Executive Officer

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*Note: "Us" or "Our" or "We" in this Policy refers to Axis-REIT, its Management Company and Property Manager and their representatives, interchangeably.*

*Issued on: 29 August 2019*

*Updated on: 19 October 2022*