

HEALTH AND SAFETY POLICY

1. Health and Safety Policy Statement

- 1.1 Tilstone Partners Ltd acknowledges and accepts its statutory responsibilities under the Health and Safety at Work Act 1974 to ensure, so far as is reasonably practicable, the health, safety and welfare at work of all employees and any other persons such as clients, tenants, contractors and members of the public that may be affected by its business activities.
- 1.2 Tilstone Partners Ltd is committed to working with its suppliers to ensure high ESG standards are maintained throughout its supply chain. Everyone must be involved in contributing to the Company's high standards of health and safety to ensure a productive and safe working environment for all.
- 1.3 All employees have a legal responsibility to take reasonable care for the health and safety of themselves and of any other persons that may be affected by their acts or omissions at work, to co-operate with the Company to assist in the meeting of health and safety standards and to not interfere with or misuse standards provided for health, safety or welfare reasons.
- 1.4 The Directors of Tilstone Partners Ltd acknowledge and accept their responsibilities for implementing, monitoring and maintaining this Policy throughout the Company, and will ensure that health and safety considerations are given priority in the planning and day to day supervision of work.
- 1.5 The Company will, so far as is reasonably practicable, ensure that:
 - Adequate resources are provided to ensure that proper provision can be made for health and safety.
 - Risks arising from work activities are assessed, control measures are implemented, and suitable policies and procedures are provided, put in place and regularly reviewed.
 - Safe systems of work are provided and maintained.
 - Arrangements for the use, handling, storage and transport of articles and substances for use at work are safe and without risks to health.
 - All employees receive the necessary information, instruction, training and supervision to secure their safety and health at work and the safety of others who may be affected by their actions.
 - An appropriate level of health and safety information and/or instruction is provided to clients, tenants, contractors and others.
 - The provision and maintenance of all plant, machinery and equipment is safe and without risk to health.
 - The working environment of all employees is safe and without risks to health and adequate provision is made with regard to the facilities and arrangements for their welfare at work.
 - Work related accidents, ill health and safety performance are regularly monitored.
- 1.6 The Company is committed to continuous improvement and this Health and Safety policy will be reviewed at least annually, or when there is a significant change to the Company's operations or relevant legislation and be communicated to all employees. The Company will ensure that there are effective procedures for consultation and communication between all levels of management, employees and other stakeholders on all matters relating to health, safety and welfare.

2. Scope

- 2.1 This policy applies to all employees and workers acting on behalf of Tilstone Partners Ltd and Warehouse REIT plc.

3. Health and Safety Commitments – Suppliers

- 3.1 The overriding aim is to create a proactive health and safety culture in which all incidents and injuries are foreseeable and therefore preventable. The Company expects its staff and suppliers to act in a manner that demonstrates their personal contribution and commitment to this aim.
- 3.2 The Company expects its suppliers to have minimum standards in the following key areas:
- a) Law and regulation – meeting relevant health and safety laws and regulations, including those relating to the design, construction and maintenance of facilities. Additionally, all relevant health and safety legislation relating to the UK.
 - b) Health and safety policy and management systems – have a clear health and safety policy statement in place supported by a suitable and sufficient documented management system which enables timely reporting and enabling of corrective action as appropriate.
 - c) Safe working environment – provision of health and hygiene facilities and appropriate working conditions which mitigate known and reasonably foreseeable hazards and risks.
 - d) Competence –the Company’s suppliers should ensure their staff are trained to an appropriate level of competence to conduct their work in a safe manner, whilst also ensuring the safety of others.
 - e) Emergency procedures – maintenance of adequate fire and emergency procedures, as well as having suitably trained staff in these matters.
 - f) Dynamic risk assessment –ongoing risk assessments that take account of changes to the environment and processes. Appropriate measures to be taken to ensure the suppliers’ organisations and their people are safeguarded at all times.
 - g) Continuous improvement –the Company’s suppliers should make continuous improvements to their health and safety standards in order to reduce the potential for accident and injury.
 - h) Open culture –suppliers should have open reporting processes to enable employees and contractors to discuss any concerns and identify root causes.

4. Responsibilities for Health and Safety – Internal

Explicit health and safety responsibilities are held by:

- Managing Director
- Directors
- Line Managers
- Employees

Managing Director is responsible for:

- Establishing and maintaining a health and safety culture in which excellent health and safety management is recognised, valued and prioritised.
- Ensuring resources are available to ensure the adequate management of all health and safety matters within the business.
- Providing information to the Board and shareholders on health and safety performance.

Directors are responsible for:

- Being visible on health and safety matters to their staff and other stakeholders.
- Ensuring health and safety considerations are given priority in the planning and day to day supervision of work.
- Adequately resourcing for health and safety when preparing and submitting budget forecasts.
- Accessing appropriate health and safety competent person support.
- Implementing the health and safety policy and procedures.
- Monitoring, reviewing and reporting on health and safety performance.
- Ensuring the Managing Director is informed of all serious incidents without delay.
- Reporting any unresolved health and safety concerns to the Managing Director.

Line Managers are responsible for:

- Establishing the health and safety culture within their team by being visible on health and safety matters to their staff and other stakeholders.
- Ensuring that health and safety considerations are always given priority in the planning and day to day supervision of work.
- Adequately resourcing for health and safety when forecasting and preparing budgets.
- Implementing the health and safety policy and procedures.
- Monitoring, reviewing and reporting on health and safety performance.
- Reporting all accidents and incidents, including near misses, without delay.
- Reporting any health and safety concerns to their director.

Employees are responsible for:

- Taking reasonable care for their own health and safety as well as others and those that may be affected by their work.
- Not interfering with or misusing anything provided for health, safety or welfare reasons.
- Following the health and safety policy and procedures and any health and safety instructions issued by their Line Manager.
- Reporting all accidents and incidents, including near misses, without delay.
- Reporting any health and safety concerns to their Line Manager.

5. Arrangements for Health and Safety

The arrangements given below detail on a topic-by-topic basis how good standards of health & safety will be achieved across the Tilstone Partners Ltd business.

5.1 Accidents and Incidents

The Company will fully discharge its legal duty to ensure, so far as is reasonably practicable, the health & safety of all employees and others that may be affected by its work activities. In the unfortunate circumstances where an accident or incident does occur, the Company will use best endeavours to determine the immediate and underlying causes and take the appropriate remedial actions to prevent a recurrence. The Company will appropriately support any employee that suffers as a result of an accident or incident incurred as a result of or in the course of carrying out the Company's work activities.

5.2 Asbestos

The Company recognises the significant hazards posed by asbestos containing materials and will comply fully with its obligations under the Control of Asbestos Regulations 2012. In addition, irrespective of whether the Company is a formal duty holder or not, the Company, as a responsible real estate services company, will bring any potential hazards associated with asbestos containing materials of which it is or becomes aware of, to the attention of its clients and others. The Company's employees will not directly undertake asbestos surveying, treatment (e.g., encapsulation) or removal works and the Company will instruct third party specialists for these services. The Company will ensure all employees that face the potential risk of working in properties that may have asbestos containing materials have received the appropriate level of asbestos awareness training.

5.3 Training

The Company understands that a key element of successfully managing health & safety risks is to ensure all employees have the appropriate competency to fulfil their duties in a manner that is safe and without risks to health to themselves and others. Health and safety competency is viewed as being a combination of having the appropriate levels of knowledge, ability, training & experience and the Company will provide the appropriate resources and systems for assessing these and supporting employees should a gap in their competency be identified. The same definition of competency is applied to contractors.

5.4 Confined Spaces

The Company recognises the specific hazards that exist when working in confined spaces and will comply fully with its obligations under the Confined Space Regulations 1997. The Company will procure that all work in confined spaces will be risk assessed and method statements prepared for each individual confined space task prior to its commencement.

5.5 Construction Design and Management (CDM)

The Company recognises that construction activities carry some of the highest health & safety risks of serious accidents and ill-health and will comply in full with its obligations under the CDM Regulations 2015 for all non-notifiable and notifiable projects. As applicable, the Company will procure that all employees carrying out CDM role holder duties or that have the potential to be affected by construction activities will hold the appropriate levels of competency, including training, and the appropriate CDM accreditation.

5.6 Contractors and Consultants

The Company recognises the health & safety benefits of engaging with competent contractors and consultants to provide services that complement the Company's own real estate service offerings. To a level commensurate to the health & safety risks posed, the Company will undertake or procure the undertaking of health & safety assessments of all contractors and consultants prior to them being engaged and if appropriate, provide health & safety management, supervision or monitoring. In relation to the appointment of contractors and consultants, the Company will fully comply with its obligations under CDM.

5.7 Driving for Work

The Company will implement and maintain systems to check that all those using vehicles for work purposes have the appropriate driving license, insurance cover and where required MOT or equivalent for their vehicle.

5.8 Electrical Safety

The Company will put systems in place to ensure full compliance with its obligations under the Electricity at Work Regulations 1989 for both fixed electrical systems and portable electrical appliances. The Company expects its employees to take all precautions to avoid working on or coming into contact with live electrical systems. The Company will procure that any planned live working will be strictly controlled with appropriate safety measures such as permits to work and lockout & tag systems in place.

5.9 Working at Height

The Company is aware that falling from height is the biggest single cause of accidental death amongst the working population of the UK. Working at height will only be permitted when all alternatives have been investigated and found to be impracticable. The Company will procure that clear hierarchies of control and specific legal duties placed upon duty holders that are contained within the Work at Height Regulations 2005 will be followed. The Company will also procure that suitable training and equipment are provided to all employees that may be at risk from falls or falling objects.

5.10 Fire Safety

The Company recognises that risks from fires are present at all properties the Company occupies, owns, manages or advises on. The Company will comply in full with its obligations under the Regulatory Reform (Fire Safety) Order 2005 and all relevant parts of national and local Building Control legislation. All offices will as a minimum have fire detection and alarm systems, portable firefighting equipment, personnel trained in fire prevention and fire evacuation – all at a standard commensurate to the level of risk. All will undertake a fire evacuation drill at least once a year and a fire risk assessment will be completed by a competent person at least every 2 years. These frequencies should be increased in line with any remedial actions identified in the fire risk assessment.

5.11 Gas Safety

The Company recognises that unsafe gas and other types of heating systems and appliances have the potential to lead to carbon monoxide poisoning, fires and explosions. The safe installation and use of gas, oil, solid fuel and other systems and appliances will therefore be undertaken in compliance with any relevant parts of the Gas Safety (Installation and Use) Regulations 1998, Workplace (Health, Safety and Welfare) Regulations 1992, Provision and Use of Work Equipment Regulations 1998 and the relevant landlord & tenant legislation. All offices with the relevant heating systems and appliances will have carbon monoxide detectors fitted. Only Gas Safe engineers will be used for appropriate work.

5.12 Identification and Assessment of Risks and Hazards

The Company understands the concepts of hazard identification and risk assessment and of their importance in reducing accidents and ill-health. Measures will be put in place to identify hazards both proactively and via the ongoing monitoring of incidents and near misses. Risk assessment systems will be implemented to ensure compliance with the Management of Health & Safety at Work Regulations 1999 and all other regulations with risk assessment requirements. These systems will culminate in the implementation of meaningful risk control systems across each UK Division, including the provision of personal protective equipment.

5.13. Lone Working

The Company recognises that as part of its everyday provision of real estate services many of its employees will be working without other employees present. This may be in an office, on a site or whilst travelling on company business. Therefore, as a matter of clear priority, every office will ensure that all employees are fully conversant with and understand all aspects of lone working safety procedures. In addition, every employee will complete an individual Lone Working Risk Assessment and any necessary remedial actions identified will be addressed.

5.14. Manual Handling

The Company is aware that musculo-skeletal and other injuries caused by poor manual handling techniques are a common cause of workplace injury and of lost-time. The Company will require employees to comply with the Manual Handling Operations Regulations 1992, with the avoidance of hazardous manual handling operations taking precedence.

5.15. Plant and Equipment

The Company recognises that the provision and use of plant and equipment is an integral part of its real estate services. In particular, activities in the rural, telecoms, energy and property management sectors will involve the use of mobile and fixed plant and equipment with inherent safety hazards. The Company will comply in full with its obligations under the Workplace (Health, Safety and Welfare) Regulations 1992, Provision and Use of Work Equipment Regulations 1998, Lifting Operations and Lifting Equipment Regulations 1998 and Pressure Systems Safety Regulations 2000. Training and where required, personnel protective equipment, will be provided to all employees for the plant and equipment they use.

5.16. Workplace Risks

The Company will provide workplaces that are safe, without risks to health and have appropriate welfare facilities in line with the Workplace (Health, Safety & Welfare) Regulations 1992. Measures will be taken to protect employees and visitors from slipping and tripping accidents. Individual workstations and the use of equipment such as computers will be assessed to ensure compliance with the Health & Safety (Display Screen Equipment) Regulations 1992.

5.17. Vulnerable Groups

The Company recognises that certain vulnerable groups do require greater support to ensure their health & safety and the Company is fully aware of the requirements regarding such groups contained within the Management of Health & Safety at Work Regulations 1999. Appropriate measures will be put in place to provide any additional measures required.