



# **Occupational Health and Safety Policy**

Fibra Danhos

Administradora Fibra Danhos



### INTRODUCTION

Fibra Danhos (FD) is a Mexican Real Estate Investment Trust (REIT) established primarily to develop, own, lease, operate and acquire iconic and premier quality real estate assets in Mexico.

Administradora Fibra Danhos (AFD) is a subsidiary company of Fibra Danhos (FD), which, through a Management Agreement, and in accordance with the instructions of the Trust Technical Committee, is empowered to carry out all the necessary or convenient acts for the fulfillment of the Trust's purposes, including the hiring of personnel and contractual relationships with suppliers and service providers.

FD and AFD believe that sustainable success can only be achieved through people. No other AFD asset is as important as the people who, through their work, contribute to corporate results and consolidate its culture.

For this reason, AFD attempt to protect its employees, suppliers, customers, contractors, visitors and any other person who interacts with the company throughout the value chain.

#### *Compliance*

To be at the forefront of accident prevention in the industry, AFD compulsorily implements the Occupational Health and Safety Management System in all its work centers, which meets the requirements established by legal regulations on safety and applicable occupational health.

This Occupational Health and Safety Policy is based on AFD's Corporate Principles, which are applicable to all its corporate offices and buildings.

#### *A solid company in safety and health*

AFD integrates Occupational Health and Safety within its operating principles in such a way that all activities are considered from the perspective of preventing all types of accidents and protecting people in the work environment.

### AFD POLICY ON OCCUPATIONAL HEALTH AND SAFETY

FD, through AFD, maintains a system for risk identification and their proper management, carrying out pertinent evaluations in order to implement actions that eliminate or minimize them.

AFD establishes emergency and contingency plans to attack the most representative risks with a preventive orientation. This approach also minimizes possible threats to the business, protecting the interests of our shareholders.

#### *Based on the foregoing, AFD is committed to:*

- Promote a preventive safety and health culture within the company, in order to reduce risks in this area, including psychosocial ones, with the objective to have zero accidents and others in the area of health and safety.



- Disseminate and verify the application of occupational risk prevention and the clear and demonstrable commitment to Safety, Occupational Health and the well-being of all personnel, clients, contractors, suppliers and related third parties.
- Provide safe and healthy conditions for the prevention of injuries and deterioration of the personnel's health derived from the work activities, in accordance with their context and the specific nature of the risks and opportunities for safety and health.
- Continuously monitor the identification, evaluation and attention to hazards and risks related to health and safety under international criteria and standards.
- Provide safety and health awareness and training programs for employees, with the aim that all employees can avoid unsafe situations, respond in a timely manner to unexpected events and encourage their commitment to take care of their safety and health, as well as that of others.
- Comply with the standards, legal requirements and other applicable in relation to safety and health at work established by local and international regulatory entities and standards.
- Promote the continuous improvement of the health and safety management system.
- Comply with the legislation on Safety, Hygiene and Health at work applicable to the different facilities and operations.
- Advance in risk prevention action, personal and professional illnesses.

The participation of all employees is essential to ensure compliance with this policy and adherence to our health and safety management system at all times. In this sense, the staff is urged to:

- Understand and apply the content of health and safety awareness and training programs in their day-to-day activities.
- Comply with health and safety measures and use personal protection equipment in accordance with the nature of their work function, especially in high-risk areas or functions.
- Ensure that all personnel and contractors comply with health and safety measures. If necessary, question and stop any unsafe act.



- Be part of the processes of participation and consultation at all levels and applicable functions, in order to consider their ideas and concerns regarding occupational health and safety within the continuous improvement process.

AFD is aware that carrying out work with Safety has the highest priority, as well as the responsibility to safeguard the health and physical integrity of employees, contractors, and any other person who interacts with the company throughout our value chain, including suppliers, customers and the general public.