

Occupational Health, Safety & Wellbeing Policy

Brookfield India Real Estate Trust (hereinafter referred to as “BIRET”¹, “the Company” or “our” or “we” or “us”), is committed to the health, safety and wellbeing of its employees and all others who operate in areas under its control. The Company will provide and maintain workplaces which are as safe and healthy as practicable by managing risks and aim to have zero serious safety incidents within the business by working towards implementing consistent health, safety, and wellbeing principles across the organization.

Scope

This policy applies to Company’s business operations across India.

Policy Statement

We are committed to driving the continual improvement of Occupational Health & Safety Performance and Wellbeing across our operations by:

- Setting measurable objectives & targets, ensuring concise implementation and extending a periodic review process aimed at providing a safe & healthy environment and preventing work related stress, illness, injury and incidents.
- Ensuring sustained compliance with relevant legislative or regulatory requirements and continually review and improve our health, safety and wellbeing performance by seeking to be at the forefront of accepted industry practices and appropriate international standards through periodic inspections, a rigorous audit regime and a transparent performance monitoring and measurement framework.
- Empowering its employees and service partners with skills and confidence to manage their tasks effectively through adequate support, in the form of information, training, resources supervision and encouragement in the form of recognition to promote a culture of health, safety and wellbeing at our sites.
- Embracing technology to multiply our efforts to enable an environment conducive to health, safety and wellbeing of all stakeholders through initiatives such as indoor environment quality management, e-learning, induction, safe work management systems and incident management systems.
- Recognizing the importance of ensuring that all employees and service providers are able to work in a supportive, professional and caring environment with utmost contentment, while being valued and respected through an effective feedback and engagement mechanism.
- Prioritizing the wellbeing of our employees by promoting a healthy work-life balance, offering support for mental and physical health, and proactively identifying, assessing and monitoring health, safety and wellbeing risks and opportunities arising from occupational activities.
- Continually engaging with stakeholders through ongoing participation and active engagement that might be affected by our actions to ensure that their interests, safety and wellbeing are appropriately integrated into our decision-making.
- Ensuring that this policy is communicated to all stakeholders to make them aware of our occupational health, safety, and wellbeing responsibilities.

To achieve a safe and healthy workplace it is important that each one of us is fully committed and constantly considers health, safety, mental, physical and social wellbeing as a priority in our daily activities. By working together, we can create and maintain a safe, healthy and positive work environment and an inclusive and diverse workplace culture that we can be proud of.

¹ BIRET include the following Brookprop Management Services Private Limited, Mountainstar India Office Parks Private Limited, Candor India Office Parks Private Limited, Candor Gurgaon One Realty Projects Private Limited, Candor Kolkata One Hi-tech Structures Private Limited (G2), Candor Kolkata One Hi-tech Structures Private Limited (K1), Shantiniketan Properties Private Limited, Seaview Developers Private Limited, Festus Properties Private Limited, Kairos Properties Private Limited, Rostrum Realty Private Limited, Aspen Buildtech Private Limited, Oak Infrastructure Developers Private Limited, Arnon Builders & Developers Private Limited, Arliga Ecoworld Business Parks Private Limited, collectively and any other new acquisitions/ addition of BIRET in India.

Management and Review

We encourage our stakeholders, including tenants, suppliers, consultants, contractors, and business partners, to engage with us on this policy. The policy shall be reviewed on a regular basis for appropriate endorsement, implementation and ongoing effectiveness, to ensure relevance to business operations and objectives of the organization.

Contact Information

Any questions concerning the Policy should be directed to esg.india@brookfield.com.