



HEALTH SAFETY AND HUMAN RIGHTS CHARTER

A P R I L , 2 0 2 4

Our commitments

NHOOD is a mixed-use real estate operator with a triple positive impact: **Planet, People, Profit**. Its mission is to **animate, regenerate** and **transform** sites in support of a more resilient and ecological vision of the city, with a wide range of local functions and uses (local shops, short supply chains, housing, offices, transitional urban planning and third-party sites).

Nhood stands for health safety and Human rights, therefore Nhood is committed to ensure the respect of fundamental rights of its employees, suppliers, subcontractors and providers. Thus, together with the Code of Business and Partners Ethical Conduct, and the Policy of Sustainable Purchasing, this charter reflects all the commitments taken by the company and its co-contractors, about the fundamental human rights. In particular, the promotion of health, safety and decent working conditions, for all the employees, including those on the construction sites, and the sites managed by Nhood.

This charter contributes to the 3rd Sustainable Development Goal of the United Nations: health and well-being. It is based on international standards, such as the International Labour Organization (ILO), particularly the 155th convention on the safety and health of workers.

This Charter is applicable to all the Nhood's and Landlord's employees, (Landlord refers to as the company owning the site which is the subject hereof) and to all the partners, contractors, subcontractors, working on a construction site, managed site or in Nhood's offices and defined in this Charter as "providers".

By adhering to the Health, Safety and Human Rights Charter, user companies and providers commit to respect and implement through their own supply chain and their sub-contractors all the principles set out therein, in the respect of contractual terms and applicable national laws; in the event of contradiction between the content of this Charter and national regulations, the most stringent provision will apply.

This charter and the associated documents will be the object of a global review, by Ethics and Compliance Department, at a regular frequency, to identify evolutions and consider potential new risks,.

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FUNDAMENTAL PRINCIPLES

1. Tone at the Top : Nhood's Top Management is committed to implement all the preventive and corrective actions in terms of health safety and Human rights for its employees and providers employees acting on a managed site, construction site or its offices. Thus, Nhood Top Management commits to provide all necessary resources, to establish clear objectives and to promote an individual and collective safety culture on its sites. It expects providers to act with strictly equivalent ambition towards its own employees.

2. Regulatory Compliance: Our objective is to maintain high standards to ensure a safe and healthy work environment, to prevent work accidents and prove exemplarity. We engage ourselves to respect laws, requirements and applicable standards on our construction sites in terms of health safety and Human rights at work.

3. Shared responsibilities: Every person, Nhood's employee or provider is responsible of its safety, and involved in the implementation of preventive measures. We establish clear roles and responsibilities to ensure an effective coordination and a transparent communication among different parties in terms of health, safety and human rights. The commitment of everyone to respect its responsibilities is formalized by signature of this Charter.

4. Undeclared labour, forced labour, working conditions: We formally engage ourselves to ensure the total absence of use of undeclared labour or forced or compulsory labour, and to ensure compliance with international law in this area throughout our value chain. We, and our providers commit to respect working hours and rest time.

PREVENTIVE AND PROTECTIVE MEASURES

5. Risks' identification: Before starting any work or renovation on a site, a construction or an office, a full assessment is made to identify risks and necessary preventive actions. For operations requiring it, a Health and Safety protection officer is hired from the study phase. Otherwise, a prevention plan must be established. Nhood encourages all actions conducted by contractors to strengthen the risk analysis and promote any additional safety measures they deem appropriate, at all stages of the project.

6. Training, habilitation and awareness: We, and our providers commit, to give a regular training about safety for all the workers for whom we are responsible, in particular for the new employees' integration, to who the Charter and the operational tools will be presented. Rising awareness actions to specific construction health and safety risks by the companies can be controlled according to requirements and specifics of each contract (1/4 hours safety, briefing...).

7. Individual Protection Equipment (IPE), equipment's conformity and maintenance: The appropriate use of the individual protection equipment is mandatory. We make sure to provide and maintain in good condition the necessary IPE for the employees for whom we are responsible. Providers commit to only use its own equipment's which must be in conformity, checked and maintained in order to comply with legal safety requirements.

8. Specific requirements to sites in operation : Any providers working on a site in operation is responsible to get informed regarding all specific rules applying and to apply them. Each sites have existing and own rules (internal rules document, security guidance to apply, co-activity works,...). A 48-hour waiting period must be observed before any service request on site. A check-in at the security desk is mandatory to allow the necessary security identifications.

COMMUNICATION AND RESPONSE TO EMERGENCY SITUATIONS

9. Ongoing communication: We implement efficient communication channels to share information about health & safety inside the company. Field reportings are encouraged.

10. Emergency management plan: A management plan for emergency situations is detailed, including the evacuation procedures, the reporting procedures in emergency case and the four main phases of the crisis situations' management (alert and contain, take decision, act and communicate, close). It is the provider responsibility to request formal disclosure.

ONGOING ASSESSMENT AND IMPROVEMENT

11. Regular assessment: We evaluate, on test construction sites, the performances in terms of safety by monitoring performance indicators. The results will be reported in Top Management's meeting. Nhood expects providers to carry out regular assessments and implement continuous improvements.

12. Feedback: For the selected test construction sites, every safety events (near accidents and accidents) will be documented, root causes are analyzed to ensure ongoing improvements to the framework. Providers are required to implement these provisions.

Name of supplier confirms that it has read and adheres to the Health, Safety and Human Rights Charter.

The supplier undertakes to apply the commitments of this Charter in all its activities.

Any breach of these commitments, and depending on the seriousness of the breach, sanctions may be applied.

Dated, signed,

Surname, first name and capacity of signatory