



Global Health, Safety and Environment Policy

JLL's vision is to be a world-leading property services firm that creates sustainable spaces, buildings, and cities where everyone can thrive. To achieve our ambition, and truly embody our corporate values of teamwork, ethics, and excellence, we aim to prioritize the safety and wellness of people, promote safe and healthy workplaces, protect the environment in which we operate, and work to continually improve our health, safety, and environment culture.

Throughout our operations and embodied in all the services and advice we provide around the world, vigilant attention to health, safety and the environment is a constant priority. This unwavering focus sits at the heart of our global sustainability program. I fully endorse this Health, Safety and Environment Policy and the commitments listed below.

Christian Ulbrich | CEO JLL

May 2023

JLL's Health, Safety and Environment (HSE) Commitments:

- Establishing a framework to review HSE objectives and targets;
- Preventing injury, ill health, and adverse environmental impacts by providing, to the extent reasonably practicable, safe, healthy, and sustainable working conditions;
- Protecting and preserving the natural environment, minimizing pollution, enhancing environmental performance, and promoting sustainable operating principles in the global communities in which we operate;
- Ensuring full compliance with all applicable legal, client, and other contractual requirements and integrating relevant industry and client HSE guidance into our operations;
- Applying risk management principles to identify, and as appropriate, eliminate, control and/or reduce HSE hazards, risks and impacts relevant to our operations and the services we deliver;
- Developing and distributing structured HSE management systems that are suitable for our business;
- Providing HSE training, instruction, and information to our employees, as relevant to their roles and responsibilities;
- Encouraging our top management to engage and consult with our people on HSE matters;
- Promoting a pro-active HSE culture where our people and vendor partners at all levels work collaboratively to improve HSE management;
- Ensuring all employees, clients, and vendor partners are empowered to intervene should they see unsafe or environmentally unsound conditions;
- Fully supporting our employees in their efforts to continually improve health, safety and environmental performance;
- Regularly reviewing our HSE systems, in consultation with management and employees, with a view to continual improvement;
- Celebrating the achievements of those who embody our HSE culture and philosophy; and
- Sharing learnings and best practices to promote and support our HSE culture.