

# HEALTH & SAFETY

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**PATRON**  
CAPITAL PARTNERS

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## 1 Purpose

The Health and Safety Policy of Patron Capital Advisers LLP (the "Company") has been approved by the Board of Directors. The Policy demonstrates the Company's commitment to the prevention and preservation of the Health and Safety of all individuals associated with the Company, including employees, contractors, tenants staying in the properties owned by the Company, and the community linked to the assets.

While the Company aims to ensure appropriate Health and Safety regulations are applied in all its investment properties, compliance during construction/refurbishment is primarily delegated to local partners, asset managers, or contractors through contractual arrangements. Similarly, while the relevant fund, as the landlord of operational assets, retains specific responsibilities for Health and Safety in the buildings, compliance with health and safety regulations for occupiers is primarily the tenants' responsibility under their leases.

Through this Policy, the Company will promote compliance with current regulatory requirements and facilitate the necessary contractual developments to ensure its employees are aligned with the measures and tools required to prevent and preserve Health and Safety. The Company will also strive to encourage the application of these measures to other interested parties involved in its operations, such as contractors and tenants, even if the Company may not have direct supervisory power over them.

## 2 Area of application

The Health and Safety Policy of Patron Capital Advisers LLP applies to all workplaces and assets the Company manages. It sets out the expectations and requirements for health and safety practices within the Company. It applies to all individuals who are part of the Company, including employees, contractors, and other relevant stakeholders.

## 3 Types of actions

The Company places a strong emphasis on promoting a safe work environment. The Company is committed to regularly updating its occupational risk prevention measures to enhance safety conditions and health across all its activities. Strict compliance with health, Safety, and hygiene standards is mandatory for all members of the Company.

The Company's commitment to Health and Safety is guided by this Health and Safety Policy, as well as other internal regulations and documents, including:

1. Compliance Manual: This manual outlines the specific guidelines and procedures for ensuring compliance with relevant laws, regulations, and internal policies across various aspects of the Company's operations, including health and Safety.
2. Staff Handbook: The Staff Handbook provides employees with important information about the Company's policies, procedures, and expectations, including those related to health and Safety. It serves as a comprehensive guide for employees on their rights, responsibilities, and conduct in the workplace.

3. Code of Ethics: The Code of Ethics sets out the ethical standards and principles that all members of the Company are expected to adhere to. It encompasses various aspects of professional conduct, including a commitment to health and safety practices and promoting a safe working environment.

These internal documents work with the Health and Safety Policy to ensure that health, Safety, and hygiene standards are upheld throughout the Company's operations. By following these guidelines and standards, the Company aims to create a safe and healthy work environment for all its members.

### 3.1 Health and Safety in Offices

The Company strongly emphasises Health and Safety in its offices and is committed to ensuring all employees a safe and healthy working environment. To achieve this, the Company undertakes the following measures:

1. Implementing Health & Safety Information and Procedures: The Company establishes clear health and safety protocols and procedures that employees must follow. This includes providing information on potential hazards, emergency procedures, and other relevant safety guidelines. Regular training sessions may be conducted to ensure employees know about Health and Safety practices.
2. Maintaining Decent Working Conditions: The Company analyses job roles and their associated conditions to identify potential risks and hazards. It proactively manages these risks by implementing appropriate accident prevention and mitigation measures. This may involve providing necessary safety equipment, ergonomic workstations, and other steps to create a safe working environment.
3. Creating Healthy Workspaces: The Company creates healthy workspaces by ensuring proper ventilation and lighting in the office. It aims to maintain comfortable temperature levels and may conduct regular evaluations to assess and address any health and safety concerns.
4. Promoting a Culture of Safety and Health: The Company actively promotes a culture of Safety and health among its employees. This is achieved through training programs and awareness campaigns that educate employees on best practices, safety protocols, and potential risks. By fostering a culture of Safety, the Company encourages employees to prioritise their well-being and contribute to maintaining a safe working environment.

These measures and adherence to current regulations and standards help the Company fulfil its commitment to health and Safety in its office spaces. By prioritising the well-being of its employees, the Company aims to create a conducive and secure working environment for everyone.

### 3.2 On site Health and Safety

In the real estate sector, where accidents and incidents are more prevalent during construction work, the Company recognises the importance of prioritising Health and Safety compliance in construction activities. To ensure a safe working environment, the Company implements the following measures through appropriate contractual arrangements:

1. **Compliance with Legislation and Standards:** The Company requires all construction activities to comply with current legislation and international Health and Safety standards. This includes adhering to regulations related to workplace safety, equipment usage, emergency protocols, and access control to protect third parties.
2. **Promotion of Health and Safety Protocols:** The Company emphasises the importance of compliance with Health and Safety protocols at construction sites. This includes implementing emergency plans, using personal protective equipment (PPE) in the work environment, and strict access control measures. These protocols aim to minimise risks and ensure the well-being of workers and others on the construction site.
3. **Contractor Responsibility:** The Company includes provisions in the contracts with contractors to ensure compliance with Health and Safety standards required by current legislation. This places the onus on the contractors to prioritise the safety of their workers and adhere to established regulations and best practices.
4. **Selection of Qualified Personnel and Suppliers:** The Company considers occupational safety and risk prevention as critical factors in selecting personnel and suppliers. It strives to engage professionals and suppliers who have demonstrated expertise and adherence to Health and Safety practices. By prioritising qualified individuals and organisations, the Company promotes a safe work environment throughout construction.
5. **Health and Safety Supervisor:** The Company appoints a Health and Safety supervisor who is responsible for monitoring and overseeing Health and Safety procedures on construction sites. This individual ensures that all necessary precautions and protocols are in place, identifies potential risks, and takes appropriate measures to mitigate hazards.

The Company aims to minimise risks and create a safe working environment during construction activities by implementing these measures and establishing contractual arrangements that prioritise health and safety. This commitment demonstrates the Company's dedication to the well-being of workers and the prevention of accidents or incidents in the real estate sector.

### 3.3 Health and Safety for the community and tenants

To prioritise the safety of tenants and the surrounding community, the Company takes proactive measures to ensure that all investments are built and operated with the highest quality and safety standards. To achieve this, the Company establishes appropriate contractual arrangements that focus on the following aspects:

1. **Compliance with Quality and Safety Standards:** The Company requires strict compliance with the highest quality and safety standards in construction. This encompasses adherence to relevant regulations, guidelines, and best practices to ensure that the assets meet or exceed the required safety standards.
2. **Emergency Evacuation and Lighting Systems:** The Company ensures that the assets are designed with appropriate evacuation routes and emergency lighting systems, as required by applicable regulations. These measures are put in place to facilitate safe and efficient evacuation in case of emergencies.

3. **Fire-Resistant Materials and Equipment:** The Company mandates the use of fire-resistant materials, equipment, and accessories in the construction and operation of its assets. This includes compliance with applicable regulations and standards to enhance fire safety within the properties.
4. **Heating, Ventilation, and Comfort Facilities:** The Company ensures that the assets meet the applicable regulations' heating, ventilation, and comfort facility requirements. This encompasses implementing appropriate heating and cooling systems to provide tenants a comfortable and safe living environment.
5. **Alarms and Surveillance:** The Company promotes installing or pre-installing necessary alarms and surveillance systems based on the specific characteristics of each asset. This may include fire alarms, security systems, or other safety measures to enhance the tenants and the surrounding community's overall security and well-being.

By incorporating these provisions into contractual arrangements, the Company strives to uphold the highest safety standards in its investments. This commitment demonstrates the Company's dedication to ensuring the well-being and security of tenants and the community within its properties.

## 4 Communication and implementation of the Policy

The Company recognises the importance of effective communication, training, and awareness actions to successfully implement the Health & Safety Policy. To achieve this, the following measures will be taken:

1. **Availability of Policy:** The principles outlined in the Health & Safety Policy will be documented and made available to all stakeholders. Internally, the Policy will be included in the Staff Handbook for Company employees, ensuring they have access to the information and guidelines related to Health and Safety within the organisation. Externally, the Policy will be incorporated into contractual obligations and agreements concerning investments, providing transparency and clarity to external stakeholders.
2. **Implementation Measures:** The Company will establish appropriate implementation measures to ensure that the Health & Safety Policy principles are effectively put into practice. This may include appointing designated personnel or teams responsible for overseeing Health and Safety initiatives, conducting regular audits and inspections, and implementing necessary corrective actions to address any identified issues.
3. **Communication:** The Company will implement a comprehensive communication strategy to inform all stakeholders about the Health & Safety Policy and its importance. This may include internal communication channels such as newsletters, emails, and intranet portals to keep employees informed about updates, best practices, and any health and safety regulations changes. Externally, the Company may utilise its website, public statements, and reports to communicate its commitment to Health and Safety to clients, partners, and the broader community.
4. **Training and Awareness Actions:** The Company will provide training programs and awareness initiatives to educate employees and relevant stakeholders on health and safety practices. This may involve regular training sessions, workshops, or seminars to

ensure that all individuals understand their roles and responsibilities in maintaining a safe and healthy work environment. Additionally, the Company may collaborate with external experts or organisations to enhance the effectiveness of training programs.

By implementing these measures, the Company aims to foster a culture of safety, promote compliance with health and safety standards, and ensure that all stakeholders are well-informed and actively engaged in maintaining a safe work environment.

#### Updating and revision of the Policy

The Health & Safety Policy will be reviewed and updated as appropriate, to adapt it to changes that may arise in the business model or in the context in which the Company operates, always guaranteeing its effective implementation.

#### Grievance mechanisms at the operational level

Patron has compliance department and qualified personnel to deal with claims that occur in this area, for which it provides the following contact addresses.

- Ordinary mail to the address: 33 Glasshouse Street, London, W1B 5DG
- Email address: [emilio@patroncapital.com](mailto:emilio@patroncapital.com) or [florence@patroncapital.com](mailto:florence@patroncapital.com)
- Fax to number: +44 20 7629 9418