

Occupational Health & Safety

Understanding the Topic

It is fundamental to the running of a responsible business that everyone should feel safe and protected in their workplace. We take significant steps to ensure that our work environment has a positive impact on the health and wellbeing of our people.

These efforts have numerous benefits; they make our employees feel valued and thus more engaged and productive in their roles. They also make us more attractive as an employer, with potential employees placing increasing importance on health and wellbeing provisions in their preferences for an organization. Through our complementary fitness center, preventative healthcare offerings, health food choices and more, we seek to demonstrate to our employees that we are committed to making a positive contribution to their wellness, and to the quality of their work experience.

Managing the Topic

We take our responsibility to provide a safe work environment seriously and ensure that tasks do not pose undue health risks. The importance of this responsibility has been brought into sharper relief ever since the start of the COVID-19 pandemic, in the minds of employers and employees alike. Our commitment in this regard is set out in the GCP Health & Safety Policy, which makes clear each employee's responsibility to ensure that they conduct their work in a way that protects the health and safety of those around them. The implementation of this policy is overseen by our dedicated internal OHS Manager. The policy is supported by comprehensive procedures, covering incident reporting, requirements for suppliers and sub-contractors, and mandatory staff training to ensure their effective implementation.

Health and Safety Compliance

We ensure strict compliance with all workplace health and safety regulations at national and EU level. In line with these obligations, we have a trained first aider in each department. To enable this, we offer first aid training to our employees internally, with 9 training sessions conducted in 2022 across our Berlin and regional offices. More than 75 employees took part in these sessions, so that 5% of our employees are now first aid trained. We aim to continue to increase this proportion in 2023, targeting 8% of our employees to be first aid trained.

We conduct internal audits of our occupational safety standards, and are audited externally by state officers on an ad hoc basis. One such audit was conducted in 2022, which was successfully passed.

Training

We set ourselves ambitious targets which go beyond our compliance obligations, following our belief that a comfortable workplace for all supports strong staff performance, satisfaction and wellbeing. In addition to first aid training, we deliver training on a variety of safety measures and preventative behaviours. Our e-learning platform CREA includes two mandatory trainings, on fire safety and safety in the workplace, available to all Grand City Properties employees. We also offered three in-person fire safety courses in our Berlin office, with 5% of our employees now fire safety trained. In 2023 we aim to further develop our online fire safety training.

Health and wellbeing benefits for employees

To support the wellbeing of our employees, we offer a flexible package of benefits and working provisions. We offer hybrid working arrangements to support home-working up to two days a week, and flexible work hours. We also support part-time working, to grant

even greater flexibility for our employees to balance their work around their lives. Our benefits package includes preventative check-ups, health appointments and services, and other benefits to improve employee wellbeing and safety.

We offer eye examinations for employees who spend much of their time at the PC, with two examination days in 2022. Our target is to expand this to a third examination day at our headquarters. In 2022 we established a new cooperation agreement with the optical retailer Apollo, to offer subsidized glasses to employees.

Our company physician conducts site inspections to check occupational health and safety provisions, as well as periodic workstation ergonomics assessments. Health checks are also provided by the physician, with 5 examination days in 2022. Our target is to double this to 10 examination days next year. Mental health appointments are available for all GCP employees with a mental-wellbeing coach at our headquarters. We also ran two flu vaccination days in our offices during this year, and aim to run three in 2023.

Employees at our Berlin headquarters have access to our company gym, which is used by around 25 employees every day. Personalized training and nutrition programs are offered by the trainers present, including a specific course for employees suffering from back problems.

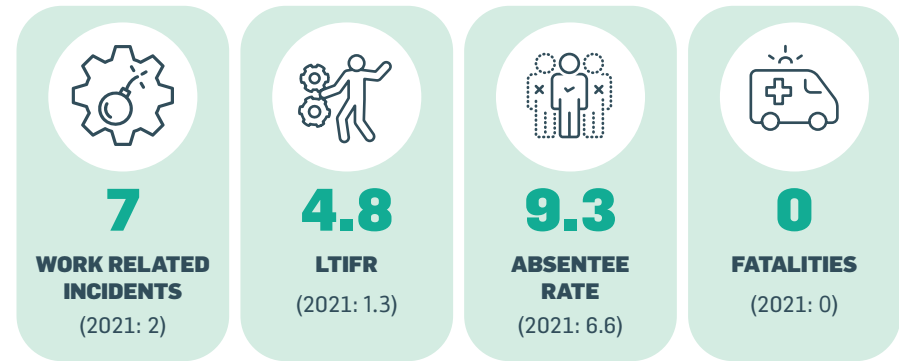
There is a growing body of evidence to demonstrate how comfortable workplaces which support healthy lifestyles can significantly impact on the health, wellbeing and productivity of staff. With this in mind, and taking into account the expectations of the future workforce, we have set ourselves the goal of being a health and wellbeing office by 2025. Our guiding aim is to bring about palpable changes that will make a big difference to the quality of our employees' work lives.

Performance

To guide the implementation of our sustainability strategy and track our progress, we have developed long-term goals that we are continuing to work towards:

- Be among the top ten most attractive employers in the commercial real estate sector in Germany by 2030; we consider health, safety and wellbeing to be a prerequisite to this goal.
- Become a health and wellbeing office by 2025

To monitor our performance and contribute to our long-term goals, we track certain metrics each year. For health and safety, we track the number of work related incidents:



This increase in work related incidents should be taken in the context of the return to in-person working following the pandemic. In 2020, ten work-related incidents were recorded in GCP (note this was before the accounting consolidation of the two entities), so this year's figure is not a major deviation from the larger trend in this metric. Our lost day rate was maintained year-on-year, and there were no fatalities.

KEY FIGURES	UNIT	Total portfolio		
		2020	2021	2022
LOST-TIME INJURY FREQUENCY RATE	(Number of reportable injuries / Number of hours worked) X 1,000,000	N/A	1.3	4.8
INJURY RATE	Number of reportable injuries/ Number of Full-Time Employees (FTEs)	1.11	0.0024	0.0087
LOST DAY RATE	Number of days lost due to workplace injuries/Number of working hours	N/A	0.00005	0.00005
ABSENTEE RATE	Number of days absent due to illness/ Total number of working days X 100	5.4	6.6	9.3
WORK-RELATE INCIDENTS	(Total number)	10	2	7
FATALITIES	(Total number)	0	0	0

GOALS	STATUS	PROGRESS
Become a health and well-being office by 2025	Ongoing	All of our occupational health and safety initiatives from 2022 are ultimately directed towards improving the impact of our workspaces on the wellbeing of our employees. We will continue to target an appropriate standard in recognition of the effect of the programs described in this Insight.
Increase the proportion of our employees who are first-aid trained.	Ongoing	Through the training sessions delivered in 2022, we now have 5% of our employees at each of our office location first-aid trained. Our goal is to increase this to 8% through further training in 2023.

Priorities for 2023

We have a number of targets to expand the scope of the health and safety programs at our offices, increasing our offerings of eye tests, flu vaccination days, first aid training and more. We will focus on enhancing these offerings while maintaining the quality of our existing wellbeing offerings. We will also continue working to implement the State E-Check Ordinance, having all leading devices checked by a specialist throughout the company.