BNP PARIBAS REAL ESTATE

Real Estate for a changing world

OUR COMMITMENT TO HEALTH & SAFETY

We strive to uphold the highest standards of health and safety across all sites we occupy and under our management.

Our approach goes beyond compliance with legislation—we proactively work to minimise risks, prevent incidents, and create safe environments for everyone to flourish.

BNP Paribas Real Estate is committed to maintaining the highest standards of health and safety, complying with legislation as a minimum standard, while reducing the risk of accidents and incidents.

We have developed and implemented a health and safety strategy built around four key pillars, designed to support effective and consistent approach to health and safety management.

Our Four Pillars

Confidence & Accountability
We empower our employees, service partners, and clients to take ownership of health and safety, with the aim to create a culture of trust and responsibility.

Integrated Culture
We embed health and safety into every aspect of our operations, ensuring it becomes a fundamental part of our teams' conversations and processes.

Risk Management Excellence
We continuously seek to enhance our health and safety management system, applying a proportionate and effective approach to risk management that supports all areas of the business.

Proactive Performance & Engagement
We go beyond measuring accidents and incidents, prioritising high-quality mandatory training, ongoing communication, health and wellbeing and proactive safety initiatives including our key performance indicators (KPI) to continually drive improvement.

Legislation Compliance & Policy Review

Our robust governance framework is designed to ensure continuous compliance with all relevant legislation. We actively monitor and assess changes in legal requirements, communicating updates clearly to employees and stakeholders. Where changes affect our operations, we update our policies and procedures accordingly.

We also conduct regular, structure reviews of all policies and procedures in line with ISO 45001. This proactive approach ensures that new and evolving requirements are integrated into our operations, and that our documentation remains current and fit for purpose.

Health, Safety and Wellbeing

We recognise that promoting health and wellbeing extends beyond regulatory compliance and is fundamental to both organisational performance and individual success.

We prioritise the safety and wellbeing of occupiers, tenants and visitors at our sites, at the same time we equally acknowledge our responsibility to support the physical, mental, and emotional wellbeing of our employees.

To support this commitment, we provide:

- Access to a confidential Employee Assistance Programme (EAP), offering 24-hour access to professional counselling services, legal advice, and an online health and wellbeing portal.
- Occupational Health support, available as required.
- Dedicated HR support for confidential wellbeing matters.
- A suite of employee wellbeing policies.