

EMEA ENVIRONMENTAL, HEALTH AND SAFETY POLICY –

This Policy reflects the importance CBRE attaches to Environmental, Health and Safety (HSE) and demonstrates a determined and overriding commitment to it within CBRE across Europe, Middle East and Africa (EMEA). It is embodied in each of our RISE values; Respect, Integrity, Service and Excellence.

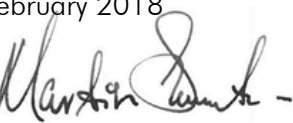
This policy is supplementary to and consistent with the CBRE Global HSE Policy signed by Bob Sulentic and will be reviewed on an annual basis. CBRE EMEA acting through our various country operations and business units, is fully committed to achieving world class standards of environmental management and performance. As part of our commitment, we will;

- Commit to upholding industry standards, promoting good practice and ensuring our efforts fully comply with local, national and international HSE legal and regulatory requirements.
- Provide a safe and healthy workplace for our employees and others who are affected by our activities and eliminate or reduce hazards to the extent reasonably practicable.
- All our work activities will be carried out in a safe and environmentally sustainable manner supporting the successful growth of our business whilst protecting the environment and preventing pollution. We are committed to eliminating all injuries and occupational health related illnesses. We promote a healthy lifestyle and encourage our employees to proactively manage their personal health.
- Work collaboratively, and act in a responsible manner and ensure HSE management is an integral part of the culture of not only our collective business activities, but beyond our own occupied offices, encompassing our clients' property, our supply chain, occupiers and contractors.
- Objectives will be set annually by the HSE Board and associated programs for improvement implemented.
- Measure and communicate our HSE performance, sharing with our employees, investors, and clients and other interested stakeholders. We will incorporate HSE considerations into every aspect of our business.
- Implement and maintain policies, procedures, and systems dedicated to continuous improvement in everything that we do aligned to the principles of ISO14001 and ISO 45001.
- Training and roles and responsibilities, together with operational policies and procedures which underpin our commitment to HSE, will be developed to reflect the composition, functions and geographical spread of our organisation.

Our people also perform a critical role in the promotion of an active HSE culture. All CBRE employees have a responsibility for their own HSE and for the HSE of those affected by their activities at work. We will ensure they are aware of the hazards and risks that affect our business and that they are competent and empowered to minimise those risks. Responsibilities for ensuring ownership and implementation of this Policy have been delegated through each country management chain and their respective team management structures.

Date: February 2018

Signed:



Martin Samworth Group President & CEO EMEA | CBRE Ltd