

# Health and Safety Charter

## 1. Purpose of Charter

- 1.1. The Boards of Directors (the **Boards**) of Stride Property Limited (**SPL**) and Stride Investment Management Limited (**SIML**, **SIML** and **SPL** each being a **Stapled Entity** and together, **Stride**) have a core governance role in providing leadership and proactive oversight on all matters relating to health and safety in relation to Stride's business operations. The Boards acknowledge that health and safety is the responsibility of all Stride people, and the Boards have an important role in demonstrating leadership and governance in this area. The Boards are committed to leading a strong safety culture, providing good governance of health and safety risks facing Stride, and actively commit to ensuring the health and safety of employees, all other workers and anyone whose health and safety may be affected by Stride's operations.
- 1.2 The Boards' goal is for Stride to carry out its operations in a manner which addresses the health and safety risks of the business. The Boards recognise that it is important for Stride to have a positive health and safety culture that benefits each SIML employee, our tenants, our contractors and the public who visit premises owned and managed by Stride, making for a safer workplace.
- 1.3 This Charter sets out the responsibilities of the Boards in relation to health and safety.

## 2. Responsibilities

- 2.1 Each member of the Boards has the principal responsibility as a Director to undertake relevant due diligence, be informed, provide appropriate resources, and take such steps as each Director considers necessary, including inquiring of Management, to be satisfied as to Stride's health and safety system, management of health and safety risks arising from operations and the execution of controls to mitigate such risks, to ensure compliance with Stride's health and safety obligations.
- 2.2 The responsibilities of the Boards in respect of health and safety matters are to:
- lead the health and safety culture and vision at Stride;
  - have an understanding of Stride's activities, risks and control systems sufficient to ensure the Boards are able to exercise appropriate oversight

in relation to Stride's health and safety management;

- comply with applicable health and safety legislation;
- receive and review reports on any serious incidents;
- exercise due diligence to ensure that the systems used to manage hazards and risks are fit for purpose, being effectively implemented and regularly reviewed;
- set health and safety targets and accountabilities and review achievement against those targets and accountabilities;
- review compliance of Stride with Stride's health and safety management system;
- when making decisions regarding resource allocation, ensure that health and safety requirements are prioritised;
- strive to continually improve Stride's health and safety performance.

## 3. Review of Charter

- 3.1 The Boards will each review the objectives and responsibilities set out in this Charter annually to ensure that it adequately sets out the Boards' governance role in health and safety and Stride's commitment to a safe workplace.