

Global Health, Safety and Well-being Policy

Purpose

Colliers International Group Inc ("Colliers") is committed to providing and maintaining a safe, healthy, and supportive work environment for all employees, contractors, and visitors across our global operations. This includes protecting both physical and psychological health and safety, recognizing that workplace hazards may include physical, chemical, ergonomic, and psychosocial risks such as workplace violence, harassment, and stress.

This policy establishes Colliers' global commitment to identifying hazards, assessing risks, and implementing controls in accordance with applicable regional and local occupational health and safety (OHS) regulations and legislation. It is intended to provide a globally governed framework that sets our expectations while enabling regional, country, and business line adaptation.

Colliers provides the necessary resources to achieve this policy and the commitments contained within, in the spirit of preventing workplace injuries and ill health. While Colliers takes responsibility for setting standards and providing guidance, health and safety is a shared responsibility that requires active participation from every individual. Through collaboration, accountability, and a culture of safety, Colliers strives to protect people, safeguard property, and uphold the highest standards of workplace health and safety.

Scope

This policy applies globally to all Colliers employees, and extends, as applicable, to contractors, third parties, and visitors operating in or on behalf of Colliers workplaces.

In recognition of Colliers' diverse business lines and the varied nature of their operations and locations, additional health and safety policies and management systems in accordance with applicable local legislation are implemented for those business lines where health and safety hazards, risks, and associated requirements may be more complex and specific to specialized or high-risk work. These tailored measures ensure that specific risks are effectively managed and that all relevant standards and regulations are met across the organization.

Our commitment

Colliers is committed to:

- i. Compliance**
Complying with all applicable health and safety laws, regulations, and standards in every jurisdiction where we operate.
- ii. Safe and Healthy Work Environment**
Providing safe and healthy working conditions, including access to appropriate first aid and emergency response resources.
- iii. Hazard Identification and Risk Management**
Preventing workplace accidents and occupational illnesses through proactive hazard identification, risk assessment, and control measures.

- iv. **Worker Rights and Participation**
Promoting active employee and worker participation in health and safety consultations, risk assessments, training, and the continuous improvement of workplace practices.
- v. **Reporting and Protection from Reprisal**
Encouraging prompt reporting of hazards, unsafe conditions, near misses, and incidents, and ensuring that individuals can report concerns without fear of reprisal.
- vi. **Incident Management**
Investigating all incidents, including injuries, illnesses, and near misses, to determine root causes and implement corrective actions to prevent recurrence.
- vii. **Training and Competency**
Ensuring employees and relevant parties are provided with the training, instruction, and supervision necessary to perform their work safely and competently.
- viii. **Continuous Improvement**
Continuously improving health and safety performance through monitoring, audits, inspections, employee feedback, and leadership review.
- ix. **Collaboration and Innovation**
Promoting collaboration across regions and business lines to strengthen health and safety practices and share leading approaches.

Implementation & Governance

Health and safety is a shared responsibility at Colliers. Every employee, manager, and contractor is accountable for upholding this policy and contributing to a safe workplace. Colliers will designate health and safety representatives and committees, where required, to oversee compliance, conduct inspections, and support continuous improvement efforts.

- i. Global executive leadership is responsible for overseeing the implementation and effectiveness of the global health and safety strategy.
- ii. Regional and local management teams are responsible for adapting and enforcing this policy in accordance with local laws and operational contexts.
- iii. Managers and supervisors are responsible for ensuring that health and safety procedures are followed, hazards are addressed promptly, and employees are trained appropriately.
- iv. Employees are responsible for practicing safety at all times, reporting hazards and incidents, and participating in health and safety initiatives.
- v. People Services and designated health and safety personnel are responsible for maintaining documentation, supporting investigations, and ensuring compliance with reporting requirements.

Policy Review and Continuous Improvement

This policy will be reviewed annually and updated accordingly to reflect changes in legislation, organizational structure, and industry best practices. Colliers is committed to ongoing evaluation and continuous improvement of its health and safety framework.