

# Rexford Health and Safety Policy



Rexford Industrial Realty, Inc. (“Rexford”) is committed to implementing, supporting and improving the health and safety of all employees, tenants, contractors and other parties in the development, refurbishment and ongoing management of Rexford’s portfolio.

This policy is founded on the following principles:

- Health and safety are core values and an integral part of the business.
- Every employee has a personal responsibility to work safely and follow safe work practices and procedures.
- Third parties who work on our premises are expected to follow this policy.

To achieve this policy, Rexford is committed to the following:

- Leading and promoting a positive safety culture led from top management ensuring adequate oversight by the management team and the Design, Construction and Management department.
- Providing safe and healthy working conditions for the prevention of work-related injury and ill health that are appropriate to the specific nature of the occupational health and safety risks to which workers and others are exposed.
- Monitoring buildings and activities to identify hazards and eliminate risks, particularly those risks to tenants, employees and the community. Where risk cannot be feasibly eliminated, control measures aimed at maximizing risk reduction will be identified and implemented.
- Setting annual objectives and targets for improvement in health and safety performance and putting appropriate management programs in place to support them, including the formulation of prioritization and action plans.
- Engaging external competent consultants, specialists, workers and workers’ representatives where needed to ensure highest standards of health and safety in design, development and management of the portfolio.
- Ensuring that all legal obligations are complied with and industry best practices are understood, implemented and evaluated.
- Addressing health and safety topics at regular management and ESG Committee meetings.
- Ensuring health and safety practices align with our Human Rights Policy.
- Providing all legally required health & safety training.
- Ensuring contractors are informed of health and safety standards and the expectations of the Supplier Code of Conduct.
- Reporting and investigation of all accidents and incidents to identify corrective improvement actions to prevent recurrence. Accidents and incidents will be reported to management team, local authorities and other relevant agencies as required by local laws.
- Reviewing regularly and updating where needed the Health and Safety Policy, procedures and records.

This Health and Safety Policy was approved and made effective December 22, 2022; last updated December 6, 2023.