



Rexford Industrial Realty

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 for workplace safety and adhering to established safe work practices and procedures.
- Third parties who work on our premises are expected to comply with this policy.

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

- Leading and promoting a positive safety culture led by top management with adequate oversight by the management team and the Design, Construction and Management department.
- Conduct health and safety risk assessments to provide safe and healthy working conditions that prevent work-related injury and ill health, tailored to the specific nature of the occupational health and safety risks faced by workers and others.
- Monitoring buildings and activities to identify hazards and eliminate risks, particularly those risks to tenants, employees and the community. Where a risk cannot be feasibly eliminated, control measures aimed at maximizing risk reduction will be identified and implemented.
- Incorporating quantified objectives and targets for improving our health and safety performance into our prioritization and action plans and utilizing our progress to evaluate our program's effectiveness in reducing risks.
- Integrate proper measures and resources to ensure emergency preparedness.
- Engaging independent 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 to employees.

- Incorporating health and wellness best practices into design specifications for the benefit of our tenants when feasible.
- Ensuring contractors are informed of health and safety standards and the expectations outlined in the Supplier Code of Conduct during both the procurement process and in contractual agreements.
- Reporting and executing proper investigation procedures 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 by the Rexford Board of Directors December 22, 2022; last updated December 26, 2024.