



## **EastGroup Commitment to Safety**

The safety of our employees and visitors is of the utmost importance to EastGroup. We strive to maintain a safe workplace by encouraging all employees to reduce the risk of injury or illness by adopting safe practices and eliminating hazards.

Our goal is zero accidents and zero harm. We are committed to minimizing accidents through proactive risk management and the active participation of all employees.

As part of our commitment to workplace safety, EastGroup will:

- Comply with all relevant health and safety legislation, regulations and industry standards
- Identify and mitigate risks by conducting regular hazard assessments and implementing appropriate control measures
- Provide safe and well-maintained equipment, tools and facilities
- Promote a culture of safety through training, education and communication; this may include general workplace safety trainings coordinated through EastGroup as well as reimbursement for more job specific trainings or safety certifications based on an employee's role and responsibilities
- Encourage and empower employees to recognize and report unsafe conditions and to take action to prevent accidents or injuries
- Investigate all incidents promptly and thoroughly to prevent recurrence
- Review our health and safety performance and related policies and procedures at least annually and track the number and type of work-related injuries and illnesses including metrics such as our injury rate and lost day rate

## **Health and Safety Policy**

EastGroup is committed to establishing and maintaining a comfortable and safe work environment for all employees and visitors. To do so, we must recognize that safety risks are present, even in an office environment, and take steps to reduce the risk of injury or illness. Safety is everyone's responsibility.

### Accident Prevention

All employees have the opportunity and responsibility to contribute to a safe work environment by using commonsense and safe practices and by notifying management when any health or safety issues are present. All employees are encouraged to be proactive and to partner with management to ensure maximum safety for all.

If employees see any actual or potential hazards that need attention, Human Resources should be notified immediately.

All employees, contractors and visitors have the authority and responsibility to stop any task or operation ("Stop Work Authority") if they believe it poses an imminent risk to the health, safety or well-being of any

person, or if it could result in environmental harm. No work is so urgent or important that it cannot be done safely, and no employee or contractor will be penalized for stopping work in good faith under this authority.

If a stop work situation is identified:

1. Immediately stop the activity or operation
2. Communicate the reason for stopping work to the affected parties, a supervisor and Human Resources
3. Assess the situation with the appropriate personnel to determine the corrective actions needed
4. Resume work only when it is safe to do so, and all hazards have been mitigated

### Incident Response and Investigation

**In the event of an emergency, notify the appropriate emergency personnel by dialing 911 to activate the medical emergency services.** Employees are encouraged to seek medical treatment as needed and remember that small, seemingly insignificant injuries left untreated can result in serious conditions.

All work-related injuries and illnesses must be reported as soon as practicable to Human Resources, even if you are not sure whether they are truly work-related. Human Resources will complete an Accident Report based on the information provided, investigate the root cause and incorporate corrective action to prevent additional injuries and illnesses. Annually, Human Resources will prepare a summary of work-related injuries and illnesses for each of our offices between February 1<sup>st</sup> and April 30<sup>th</sup> of each year to be posted by lead managers in accordance with Occupational Safety and Health Administration (“OSHA”) employer guidelines. Each office summary posted by a manager includes any work-related injuries or illnesses that required treatment beyond first aid. If you believe the summary for your office may be incomplete or have questions related to the summary for your office, please reach out to Human Resources and/or the lead manager for your office.

### Construction Sites

While our construction contracts designate our third-party general contractors as the party responsible for initiating, maintaining and supervising all safety precautions and programs in connection with the performance of their contracts, we encourage EastGroup employees to comply with such safety requirements and remain vigilant if visiting a job site. If any potential hazards or safety issues are identified, please follow the same reporting procedures above and exercise Stop Work Authority if appropriate.

EastGroup will reimburse employees for OSHA certification or other safety-related training courses deemed appropriate based on their job responsibilities. Please reach out to your supervisor or Human Resources to seek pre-approval for a particular course or for more information on available training resources.

### Quality Control

This policy was reviewed and approved by executive management. EastGroup will regularly review and update this policy as needed to reflect changes in regulations, industry best practices and operational needs. Additionally, employees are encouraged to communicate any health and safety best practices and recommendations to Human Resources to assist the Company in its health and safety efforts.