



Basic principles

The concept of a healthy workplace is based on the World Health Organization's model where it is defined as: "one in which workers and managers collaborate to use a continual improvement process to protect and promote the health, safety and wellbeing of all workers and the sustainability of the workplace".

By putting the people at the heart of any design, construction and operation decisions, Colonial adds value to its assets. This all results in a greater appeal and ease to rent office spaces, by improving the wellbeing of occupants and enabling the development of a business philosophy focused on talent retention while also increasing productivity.

The sustainability Master Plan 2018-2020, which aims to go an extra mile in the environmental commitment of the company, sets sustainable development goals and includes, among others, the welfare policy of building occupants, which only applies to the common areas that are maintained by Colonial.

These objectives are aligned with the sustainability commitments included in Colonial's environmental policy, approved in June 2017.

OBJECTIVES

One of the main objectives to accomplish, is to achieve a healthy, safe and pleasant environment, which promotes wellbeing and enables the development of people's personal and professional skills, guaranteeing optimal internal conditions in the indoor environment.

To this end, the Group incorporates, to the extent possible, strategies based on the WELL Building Standard™, which assesses the wellbeing of tenants.

This allows tenants to certify their workplace, if so decided, since both the common areas of the building and the fitting out that Grupo Colonial does in the working areas, before

implementations, would be in line with this certification.

Strategic lines of action

AIR QUALITY

Clean air is critical to our health, but its quality deteriorates due to air pollution, traffic and fuel. In addition, Volatile Organic Compounds (VOCs) emitted by finishing materials and cleaning products impact on indoor air quality.

Control

- Grupo Colonial regularly carries out indoor air quality testing by analysis and measurement of relative humidity, temperature, CO and CO2.
- Grupo Colonial installs CO2, temperature and humidity sensors on the office floors and on the primary air-handling units return air that are monitored from the BMS, setting key performance indicators and detecting deficiencies.
- Grupo Colonial's offices include a mechanical ventilation system driven by air handling units that humidify and pre-treat primary air.
- In case outdoor air is required inside, most buildings have opening windows to provide natural ventilation.

Indoor air quality

- According to the Group's environmental policy, information about VOC emissions is requested to material and cleaning products suppliers, thus limiting VOC emissions to the atmosphere.
- Grupo Colonial avoids the use of cleaning products that are carcinogenic, toxic or that can cause side effects on human health.

WATER QUALITY

Consumption of safe drinking water is one of the first requirements for the attainment of optimal health.

- Grupo Colonial performs water quality testing on a regular basis in accordance with the applicable regulations to prevent legionella disease in taps, hot water tanks, cooling towers and water storage tanks, and also implementing corrective measures if needed.
- Grupo Colonial provides tenants' access to water supply services by installing incoming water supply in rented spaces, as well as water dispensers connected to the local water supply in the common areas of some buildings.

NUTRITION AND MIND

Nutrition plays a key role in health, just like physical health and mental wellbeing.

Nutrition

- When possible, Colonial buildings will promote that the vending machines that are commonly used by occupants (break out areas) offer healthy foods while remaining transparent to allergic consumers and offering them alternative foods.

Wellbeing

- The Group's office spaces are open, allowing maximum flexibility during implementation works. Thus enabling at all times reconfiguration of space in order to meet the different needs of the tenants.
- Some of Grupo Colonial's buildings currently include breakout areas for the occupants (indoor spaces include seats and vending machines and outdoor spaces are also protected from wind and rain).
- Some buildings of Grupo Colonial currently include indoor/outdoor flowerpots in common areas, since plants help to purify the air and maintain humidity levels, also

removing dust from the air and creating a pleasant environment. When possible, Colonial buildings will promote incorporating live plants pots or other measures in order to protect and improve biodiversity.

COMFORT

The indoor environment should be a place that promotes comfort, productivity and wellbeing.

Accessibility

- The buildings of the Group have removed architectural barriers in order to guarantee universal accessibility to people with disabilities, thus complying with current regulations.

Indoor environment

- Grupo Colonial regularly checks the thermostats that are installed in the common areas and inside the offices, rescheduling key performance indicators to be adapted to outdoor climate conditions and the needs of the tenants to achieve thermal comfort.

LIGHTING

Avoiding an insufficient or poor lighting improves wellbeing, productivity and visual acuity.

Artificial lighting

- Grupo Colonial controls the amount and quality of lighting for different types of areas, tasks and activities in indoor workplaces and common areas.
- Most of the buildings of the Group currently include LED lighting in the common areas, in order to avoid any lights from flickering and to provide an optimal colour rendering index. More LED lights are also installed when fitting out office spaces before the new tenants can enter.

Natural lighting

- Grupo Colonial is aware of the psychological benefits of providing natural light and access to exterior views, this is why the buildings include large glass façades.
- The Group's environmental policy contemplates the installation of lighting control sensors to automatically regulate artificial lighting in order to avoid any excessive lighting.

Inmobiliaria Colonial SOCIMI, S.A

28 December 2.018

 Colonial
inmocolonial.com Colonial

Inmobiliaria Colonial SOCIMI, S.A.
Avda. Diagonal, 532
08006 Barcelona

REV00