




LION'S HEAD INVESTMENTS
Community Health, Safety and Security Policy

Version control

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LHI-ESMS- CHSSPO - 01	03.06.2024	Kunka Yordanova	Milena Hristova	Tanya Kosseva-Boshova	
RELATED DOCUMENTS	Environmental and Social Policy, Human Resources Policy, Code of Conduct				

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Rev01	Issued for implementation	03.06.2024

LION'S HEAD INVESTMENTS

Community Health, Safety and Security Policy

Lion's Head Investment and its subsidiaries (together "LHI" or "the Group") are a real estate investment and asset management platform focused on prime office properties with international blue-chip tenants in the CEE. LHI also plans to diversify its real estate portfolio through the acquisition, development, and operation of logistics parks in the region. Currently the company operates in Bulgaria and Romania.

We are committed to carrying out its business operations while safeguarding the health, safety, and security of local communities. We prioritize their well-being and strive to address the challenges, associated with our projects, responsibly.

We are determined to comply to the national laws and regulations, relevant to community health, safety and security, including those implementing obligations under international law, but also to adhere to the requirements of IFC Performance Standards on Environmental and Social Sustainability, namely PS-4: Community Health Safety & Security.

The design, construction and operation of LHI's assets is carried out by qualified and certified professionals which ensure the implementation of Good International Industry Practices, adherence to the applicable construction standards that have implications on health, safety and security of local population and account for the risks related to natural hazards and climate change factors. Our facilities/assets are easily accessible to everyone and follow the universal principles for access, fire safety, etc.

We have established and are committed to implement procedures to proactively identify, assess, and mitigate the potential adverse effects on community health, safety, and security throughout the lifespan of our projects and business operations, including in case of non-routine events. The community-related risks and impacts resulting from our business activities are disclosed and discussed with the affected population in a timely and transparent way.

We make reasonable efforts to protect human health by minimizing exposure to hazardous materials and substances and implement Hazardous Materials and Hazardous Waste Management Plans, which provide clear guidelines for handling, managing and disposing of hazardous materials and waste, thus contributing to a healthy and safe working environment.

Considering the recent events, related to COVID-19, we commit to do all reasonable efforts to prevent, avoid or intercept the circulation of communicable diseases, spread by project labour or local community influx.

We are also committed to minimize community exposure to project-related traffic and the associated risks by implementing traffic safety measures that align with our project activities and to make reasonable efforts to influence subcontractors in implementing traffic safety measures.

Community Health, Safety and Security Policy

Emergency Preparedness and Response Plans are in place for LHI office and logistics assets, addressing various emergency scenarios through preventive measures and response strategies. We will assist and collaborate with the local authorities, governmental agencies and the affected population to respond to potential emergency situations.

We ensure the security of our assets and personnel and in doing so contribute for safeguarding the properties and individuals within and outside the project sites, including surrounding communities. We will ensure that security personnel, employed directly by LHI or by third-party providers, is adequately equipped for their duties and receives appropriate training to respect human rights, avoid unnecessary use of force and prevent any form of violence or harassment, when liaising with the local communities, employees, clients, and stakeholders in general. Any allegations of misconduct, abusive or unlawful acts, by the security personnel, over LHI employees and contractors will be promptly and thoroughly investigated, with appropriate action taken. Where appropriate, public authorities will also be informed and involved.

We strive to maintain positive community relationships by promoting dedicated engagement with local individuals and groups within the surrounding communities. Sharing information, consulting and addressing health, safety and security concerns of the affected communities is one of our top priorities. We will respond promptly to all inquiries, received from the affected population and any stakeholders through an established Grievance Mechanism, and to ensure a transparent and respectful engagement, build trust, encourage participation in the ESMS process, and address any concerns, by performing open and inclusive consultation processes and fostering informed input and feedback into decision-making.

We will conduct training for the community members to lower the risks associated with health, safety and security whenever necessary and appropriate. Furthermore, we will monitor the effectiveness of all measures taken to protect community health, safety, and security and report on any incidents or improvements involving affected communities and individuals.

With the full support of senior management, this policy is effectively communicated, understood, and implemented at all levels within LHI, including the supply chain. Our Community Health, Safety and Security Policy is regularly communicated to our employees and stakeholders, clearly outlining their roles and responsibilities in its implementation. This communication is conducted through emails and meetings, as well as digital platforms that facilitate the disclosure of information, the opportunity to ask questions, and the expression of opinions and grievances.

This policy is part of LHI's overall environmental and social sustainability framework and complements the following LHI documents, namely Environmental and Social Policy, Human Resources Policy, Code of Conduct. All LHI policies are published on our website and are accessible to all interested parties, including the general public.

This policy is approved by LHI's CEO – Christo Iliev and the responsibility for the implementation of the Community Health, Safety and Security Policy lies with LHI's Managing Director - Tanya Kosseva-Boshova.

The Managing Director is operationally supported in this effort by the Sustainability Manager and other members of ESMS management team.

Signature:



Name: Tanya Kosseva-Boshova

Position: Managing Director, Lion's Head Investments