



Health and Safety Policy

Issued by: Executive Team

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1. Purpose

This Health and Safety Policy (the "Policy") sets out Partners Group's commitments to ensure a work environment which promotes physical and mental health.

2. Scope of Application

The Policy applies to all employees and contingent workers of Partners Group (together hereinafter referred to as "employees") while they are on Company premises. Where local legislation is more stringent, the local health and safety requirements will apply in addition to the Policy. The Company strives to ensure the health and safety of employees and visitors to its premises.

3. General Policy Statement

The Company considers a safe and healthy working environment to be a clean, hygienic office premises, as defined by the relevant applicable laws, aiming at employees being free from both physical and/or psychological harm and where safe, ergonomic work practices are observed to the extent reasonably practicable. Employees and visitors to the Company's workplace are expected to adhere to the Company's Health and Safety Policy. Partners Group fosters a culture of compliance and ethically sound business conduct and invites its employees, visitors, and external stakeholders to raise health and safety concerns if they know of or suspect conduct or occurrences that violate laws or regulations.

4. Measures to ensure employee wellbeing

In its commitments to health and safety, Partners Group offers an array of wellbeing measures to its employees and recognizes that its employees have reasonable needs for flexibility. As such, employees have the option to work remotely or adopt flexible working schedules in accordance with Partners Group's [Flexible Working Policy](#)¹. Partners Group makes the technology and collaboration tools available to its employees, to enable effective communication when working remotely.

Balancing everyday life with the requirements of work and home can put pressure on employees, as such it is vital to ensure a productive, healthy environment that is conducive to a healthy lifestyle. To that end, Partners Group offers its employees employee assistance programs. Such programs are designed to help employees deal with personal and professional problems that could be affecting their home or work life, health, and general wellbeing.

Partners Group take a zero tolerance approach to harassment or prohibited discrimination for any reason as codified in its [Prevention of Harassment, Discrimination and Retaliation Policy](#)² In the event of psychological harm, bullying, harassment, discrimination, and other harm pertaining to the

¹ Partners Group's [Flexible Working Policy](#) (2022) sets out the conditions for employees to work remotely and/or adopt flexible working schedules.

² The scope as defined in Partners Group's [Prevention of Harassment, Discrimination and Retaliation Policy](#), section 4



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wellbeing of employees, employees are encouraged to consult the [Speak-up Directive](#)³, which enables employees to (confidentially) report misconduct, without fear of retaliation.

5. Hazard identification

Partners Group endeavors to health and safety, including hazard identification, risk management and control. Wherever reasonably practicable, systems are followed to identify and control or minimize risks and hazards when they are identified. While local office managers are responsible for continually improving health and safety measures and the identification and management of health and safety risks, including action plans and prioritization of remediation, employees may become aware of risks not previously identified and as such, should alert the respective office manager. Hazard means the potential to cause injury or illness, including mechanical hazards (e.g., furniture-related), and physical hazards (e.g., poorly designed chairs causing repetitive strain injury).

6. Communication and transparency

Partners Group reports on its health and safety commitment within its annual Corporate Sustainability Report, an array of third-party ESG ratings and on our website. The Policy is subject to periodic review.

³ Partners Group's [Speak-up Directive](#) (2020) guides employees on how to raise known or suspected conduct or occurrences that violate law, regulations, internal instructions, group processes of the Group Charter