

# HUMAN RIGHTS POLICY

*DTZ Investors*

*2023*

## **Policy Approval and Review Date**

**Policy Owner:** DTZ Investors Head of Responsible Investment

**Date:** December 2023

**Review Date:** December 2024

DTZ Investors wants to have an impact *Beyond Our Four Walls*, meaning a positive influence on the social environment within which our business operates and where our assets are located.

To achieve this, we recognise that we have a part to play in upholding internationally recognised human rights in the areas in which we operate. As an organisation we have a responsibility to respect the rights of everyone working for, in partnership with and affected directly or indirectly by DTZ Investors.

Our commitment to following these principles is guided by the UN Universal Declaration on Human Rights, the UN Guiding Principles on Business and Human Rights, and the UN Global Compact.

## Scope

This Policy applies to all areas of DTZ Investors' business activities and ensures all principles are upheld, governed, and remediated if infringed.

## Policy

DTZ Investors is part of the Cushman & Wakefield group and this Policy details our position in respect of Human Rights. This Policy should be read in conjunction with our Modern Slavery Policy, Global Code of Business Conduct, Global Due Diligence Policy, Global Vendor/Supplier Integrity Policy, Global Whistleblower Policy, and our Stewardship Policy.

## Our Employees

At DTZ Investors we are committed to providing a safe and fair working environment for our employees. In order to achieve this, we work hard to foster a culture that promotes inclusivity and values diversity whilst prohibiting discrimination based on race, gender, age, background or any other characteristic.

Every employee has the right to a safe and healthy work environment with a workspace that adheres to current occupational health and safety standards and is conducive to individual and collective well-being.

We commit to fair and transparent remuneration and employee benefits for all DTZ Investors employees.

We recognise the right of our teams to voice concern, negotiate fair terms and advocate for their rights and we actively encourage employees to join staff engagement forums which provide a platform for voices to be heard and, where necessary, change to be instigated.

Our commitment to the professional growth and career development of our employees is key. By providing training, development and mentorship opportunities we not only boost current employee skills and improved job security, but enhance opportunities for DTZ Investors' own long-term success.

## Our Supply Chain

DTZ Investors promotes human rights by upholding the UN Global Compact in our business practices. We conduct business with integrity, honesty and transparency, and adhere to the following principles:

- Provide safe, healthy and compliant working conditions
- Maintain awareness of and comply with all applicable laws and regulations of the countries where we operate
- Maintain a diverse workforce and provide a workplace free from discrimination, harassment or any other form of abuse
- Treat employees fairly, including with respect to wages, working hours and benefits

- Prohibit all forms of forced, compulsory or child labour in our supply chain.

DTZ Investors aims to be open and transparent throughout its supply chains and undertake effective due diligence to mitigate human rights risks. Our Compliance policies are designed to enable us to conduct business in an ethical and transparent manner and to make clear the standards expected of our employees and suppliers. We only conduct business with reputable clients, business partners, agents and suppliers and implement due diligence procedures to address risks, including modern slavery risks.

In addition, our policies mandate adherence to minimum employment age limits defined by law or regulation, and the prohibition of children performing work that exposes them to undue physical risks that can harm physical, mental, or emotional development or improperly interfere with their educational needs.

Involuntary servitude, slavery or practices similar to forced labour have no place in our supply-chain – we have zero-tolerance for slavery or human trafficking. We are also committed to ensuring compliance with all applicable modern slavery laws.

We conduct due diligence on all suppliers for red flags regarding slavery or human trafficking and use contractual clauses in supplier contracts requiring adherence to our policy standards, including rights of termination if a supplier does not adhere to policy standards or fails to notify DTZ Investors regarding any breaches.

We maintain a global ethics helpline (EthicsPoint), administered by an external provider, through which stakeholders can confidentially report suspected slavery or human trafficking in our business or supply chain. All reports are independently recorded by an external third party and are vetted and overseen by our Compliance Team.

We routinely undertake training to remind our staff (and where appropriate, suppliers) of their obligations under laws and regulations as well as our policies.

## **Our Clients and Investments**

Part of our fiducial responsibility to our clients is to ensure that we maintain the highest standards of ethics and integrity and ensure our clients' data is handled and processed in a way that ensures appropriate security and protection from accidental damage or loss, adhering to the laws of the countries it sits within in.

## **Remediation**

Key to successful adherence to this Policy, is to ensure there are effective channels for our employees, clients, and those within our supply chain to report actual or potential violation of an individual's human rights. If there has been any suspected breach of our commitments we will take prompt action to respond, remediate and improve.

## **Relevant Links**

[Modern Slavery | DTZ Investors](#)

[Responsible Investment | DTZ Investors](#)

<https://cushwake.cld.bz/2022-ESG-Report>