



CWT Global Health & Safety Charter

May 2024

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CWT's Global Health & Safety Charter

Our Commitment

As a global leader specializing in business travel, meetings and events, CWT is committed to upholding the highest standards in terms of health and safety. As a signatory of the [UN Global Compact](#), CWT is committed to adhering to its Ten Principles, including supporting and respecting the protection of internationally proclaimed human rights, and notably providing safe and healthy working conditions. Furthermore, CWT fully endorses the [International Labor Organization's \(ILO\)](#) fifth principle, making a safe and healthy working environment a fundamental principle and right at work.

CWT's [Code of Business Ethics and Conduct](#) reiterates this approach, stating that the company is committed to "maintaining the maximum standards of safety and employee protection". In addition to following applicable laws and regulations, CWT provides resources, supporting policies and procedures to continuously improve health and safety practice throughout the organization.

Our Principles

In delivering on these commitments, CWT follows these guiding principles:

1. We conduct our business in accordance with applicable health and safety laws and regulations in the jurisdictions in which we operate;
2. Our premises provide a safe and healthy working environment with appropriate welfare facilities that contribute to the overall wellbeing of our employees;
3. We strive to build awareness of appropriate health and safety policies and practices within our local operations, through education and training;
4. We aim to assess, as appropriate, any potential health and safety risks associated with our business and possible impacts on others affected by our operations;
5. Through identification and appointment of key roles we train our emergency responders in procedures to ensure the safety of our employees and others;
6. We seek ways to ensure and promote continual improvement of our systems for the management of health and safety matters;
7. Through the deployment of appropriate measures and programs to ensure employees' safety and security when traveling for, and working as a representative of, the business including in the instance of climatic events or global crises;
8. By communicating this charter throughout our organization, we aim to provide employees with the necessary information to engage in this subject;
9. We endeavor to foster health and safety awareness among key stakeholders, including clients, suppliers, contractors, and partners;

10. We regularly review the content of this charter as a collaboration between the Global ESG and Real Estate & Facilities teams.

Scope and Reach

These Principles apply to all CWT employees worldwide and are jointly driven by the Global ESG and Real Estate & Facilities Teams, under the sponsorship of members of the Executive Leadership Team (ELT). Each employee is empowered to implement these Principles on a day-to-day basis and in their relationships with all our stakeholders. We encourage employees to report (according to local laws and regulations) any improper health and safety conduct to their manager, HR representative, or our [Ethics Helpline](#).

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