

Subject: Upcoming Action Required: Supplier Health & Safety Compliance via Avetta

Dear Supplier,

As part of Cushman & Wakefield's commitment to safety, sustainability, and environmental compliance, **eligible suppliers will be required to complete an annual Environmental, Health, and Safety (EHS) review through Avetta** in order to remain eligible for work with Cushman & Wakefield. This communication is intended to provide advance notice and outline what to expect.

At Cushman & Wakefield, it is important that we work with suppliers who share our core values and maintain strong operational and safety standards. As a result, company policy requires all eligible suppliers* to complete an evaluation of their operational and safety practices and records. The annual EHS review is completed through an assessment of information provided by your organization.

Cushman & Wakefield's EHS & Sustainability Program with Avetta

Cushman & Wakefield has partnered with Avetta (www.avetta.com) to streamline the EHS and Sustainability prequalification process and establish consistent standards across clients, tenants, suppliers, and employees. This program is designed to make it easier for suppliers to understand Cushman & Wakefield's requirements, achieve compliance, and remain compliant for future work with Cushman & Wakefield.

Avetta Invitation Coming February 25, 2026

There is no action required at this time. As a supplier that provides services requiring an EHS review, you will receive an invitation from Avetta on **February 25, 2026**, to register in their portal and connect your business to the Cushman & Wakefield compliance program.

Please note:

- Suppliers who choose not to participate in the program risk deactivation and may become ineligible for future work with Cushman & Wakefield.
- Successful completion of Cushman & Wakefield's EHS requirements through Avetta is a critical component of eligibility to perform work for Cushman & Wakefield and its clients.
- Once completed, the review will apply to all future contracts with Cushman & Wakefield unless a specific client has additional requirements.
- **There is a cost to complete the review**, which is based on the level of compliance required for your business and the services your company provides.

Benefits to Clients and Suppliers

Cushman & Wakefield's compliance program is a key risk-mitigation measure for work performed at client properties and also provides meaningful benefits to suppliers, including:

- Increased visibility with Cushman & Wakefield and access to additional C&W clients as an approved supplier in Avetta
- Improved organization of operational and compliance documentation commonly requested by commercial clients
- Recognized compliance credentials to share with clients and prospects

- Access to Avetta's network of more than 500 global customers
- Support from Avetta program specialists to help accelerate compliance
- Access to exclusive discounts and preferred rates with select service providers, including insurance partners

If you have any questions prior to receiving the invitation from Avetta, please email avettasupport@cushwake.com. We appreciate your commitment to maintaining high safety standards as part of our supplier network.

Sincerely,

Damilola Jaiyeboa

Vice President – Head of Procurement
Technology & Operations
Cushman & Wakefield

Shawn Lawler

VP Procurement
Cushman & Wakefield