

## Sustainability policy

Our purpose is to create long-term financial, physical and social value. We do this by providing the right space for our customers and communities so that businesses and people can thrive.

Landsec is a real estate company in the UK. We buy, sell, develop and manage commercial property. Our portfolio is a diverse mix of offices, retail and leisure in London, and retail and leisure across the rest of the country.

The property and real estate sector is one of the most influential globally when it comes to impacting the health and wellbeing of people and the natural environment, which is why our ambition is to be the UK's listed real estate leader in sustainability. This means focusing on issues such as climate change, resource efficiency, social inclusion, unemployment, human rights, diversity and fairness.

Our aim is to operate and manage our company in a way that enables positive environmental and societal outcomes whilst continuing to generate business growth and deliver value to our customers. We will take a proactive role in creating a better natural environment and society where we have influence through the application of our sustainability strategy and corporate commitments.

- The principles upon which our Sustainability Policy is based are as follows:
- To comply with legislation, regulations and codes of practice.
- To integrate sustainability considerations into our working environment and all our company processes and decisions including supply chain management.
- To ensure all employees are fully aware of our Sustainability Policy and are committed to delivering our goal.
- To make customers and partners aware of our Sustainability Policy, and encourage them to adopt sound sustainable management practices.
- To be accountable and transparent in our sustainability performance which is internally reviewed quarterly and reported annually through our corporate reporting.
- To strive continuously to improve our sustainability performance.

Our company faces many challenges and opportunities. Having identified those issues which are material to us helps give focus and direction for our strategy which is to create more jobs and opportunities, as well as the efficient use of natural resources, whilst delivering sustainable design and innovation. This strategy is further supported by other key company policies and commitments which include:

- Environment and Energy Policy
- Human Rights Policy
- Responsible Investment Policy
- Health, Safety & Security Policy
- Health & Wellbeing Policy
- Mental Health First Aider Policy

- Stakeholder Engagement Policy
- Living Wage Commitment
- Slavery and Human Trafficking Statement
- Equal Opportunities Policy

This policy will apply to all company activities which Landsec can directly control. Where we have influence (such as joint ventures and FRI leased properties) we will encourage the uptake and adoption of this policy. It will be reviewed annually and made available to all interested stakeholders.

A handwritten signature in black ink, appearing to read 'Robert Noel', with a small dot at the end.

**Robert Noel**  
Chief Executive

Date: 01 April 2019