

Human Rights 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.

Defining human rights

Human rights refer to the basic rights and freedoms to which all people are entitled, as expressed in the United Nations Universal Declaration of Human Rights. The concept is broad ranging and encompasses civil, political, economic, social and cultural elements. The issue of human rights, particularly the impact of business activities, has become progressively more significant on the global policy agenda since the 1990s. In 2011 The UN Human Rights Council endorsed the UN Guiding Principles on Business and Human Rights, which set out the responsibility of business to respect human rights.

Statement of commitment

The purpose of this policy is to formally document and outline Landsec's commitments to respect human rights. As a responsible business we are committed to generating mutual stakeholder benefits and ensuring that we do not infringe on the human rights of others. We recognise that our employees are crucial to the on-going success of the business and to how the Group is regarded by the wider market. Furthermore, we believe that all employees should be treated fairly and with respect.

Whilst we recognise that the Government has the primary responsibility to protect and support human rights, we also embrace the important role we play as a business. Within all of our business activities and partnerships, we are dedicated to considering our social and environmental impacts and addressing any human rights issues.

External principles

We embrace our responsibility to respect human rights. We recognise that this includes respecting human rights expressed in the UN Declaration of Human Rights (UDHR) and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.

Landsec operates exclusively within the UK and we comply with all applicable laws. Our suppliers and contractors however, may operate outside of the UK and consequently work outside the bounds of this legislation. Accordingly, we have drawn from the ILO and UN human rights principles and have identified a set of eight core principles aiming to address not only our own



employee activities within the UK, but the potential activity of our direct suppliers and contractors in relation to the products and services we procure from them.

Landsec's core principles

- All employees are entitled to equal treatment without distinction of any kind, such as: race, nationality, colour, age, gender, sexual orientation, religion or disability
- All employees have the right to favourable conditions of work such as: equal pay for equal work, safe working conditions, reasonable limitation of working hours, maternity protection and periodic holidays with pay
- All employees have the right to join a union, bargain collectively and take action
- No employee should be exposed to harsh/degrading treatment or harassment
- The elimination of any instances of forced labour or child labour
- The elimination of corruption in all its forms, including bribery and extortion
- The responsible consideration of the environments and communities in which we operate
- No worker should pay for a job. All costs and fees associated with recruitment, travel and processing of migrant workers to the workplace, including through to return when the relocation is not permanent, shall be covered by the employer.

Scope

Our commitment to respecting human rights applies to all employees and those who work on behalf of Landsec. We seek to establish relationships with individuals and companies who share similar principles and values as ourselves. Our goal is to promote human rights awareness not only within the company but across our supply chain and, accordingly, we expect all of our direct, tier one suppliers to adhere to the policy. We will work towards ensuring that organisations sourcing materials for our significant construction projects (for example timber, stone, steel) from outside the EU also adhere to our eight core principles.

Ownership

The Executive Committee is responsible for the operation of this policy.

Mark Allan
Chief Executive

02 July 2020