

At Landsec, we build and invest in buildings, spaces and partnerships to create sustainable places, connect communities and realise potential. We create places that make a lasting positive contribution to our communities and our planet. We bring people together, forming connections with each other and the spaces we create. And we provide our customers, partners and people with a platform to realise their full potential.

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 stakeholders.

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 strategy and are committed to delivering our commitments.
  - To make our customers and partners aware of our sustainability strategy 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. Identifying our material issues helps give focus and direction to our strategy, which is supported by other key policies and commitments including:
- Environment and Energy Policy
  - Human Rights Policy
  - Responsible Investment Policy
  - Health & Safety Policy
  - Health & Wellbeing Policy
  - Mental Health First Aider Policy



- Stakeholder Engagement Policy
- Modern Slavery Statement
- Equal Opportunities Policy
- Right to Work 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.

### **Ownership**

The Executive Leadership Team is responsible for the operation of this policy.

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**Mark Allan**  
Chief Executive

**31 March 2022**