

At Landsec, our sustainability vision is to design, develop and manage buildings in ways that will enhance the health of our environment and improve quality of life for our people, customers and communities now and for future generations.

This is being delivered through our Build well, Live well, Act well sustainability strategy and suite of sustainability targets which demonstrate the actions we are taking to address each of our material issues. Our material issues are:

- Decarbonising our portfolio
- Enhancing nature and green spaces
- Using resources efficiently
- Creating opportunities and tackling local issues
- Inclusive places
- Improving wellbeing
- Embedding ESG
- Doing the basics brilliantly

Our Sustainability Policy is based on the following principles:

- To comply with legislation, regulations and codes of practice.
- To embed 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.

The delivery of our sustainability policy and strategy is supported by other key policies, commitment and guidance documents including:

- Community Charter
- Diversity and Inclusion Strategy
- Employee Code of Conduct
- Environment & Energy Policy
- Equal Opportunities Policy
- Health & Safety Policy
- Health & Wellbeing Policy
- Human Rights and Modern Slavery Policy
- Materials Brief
- Mental Health First Aider Policy
- Modern Slavery Statement



- Nature Strategy
- Our Supply Chain Commitment
- Responsible Property Investment Policy
- Right to Work Policy
- Speak Up Policy
- Stakeholder Engagement Policy
- Sustainable Development Toolkit
- Site level sustainability action plans

Scope

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.

Policy Review

This policy will be reviewed annually and updated as appropriate.

Ownership

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

Mark Allan
Chief Executive

10 July 2024