

# Human Rights and Modern Slavery Policy

**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. Our sustainability strategy, Build well, Live well, Act well sets out this vision and our approach to addressing the global challenges relevant to our business and stakeholders.**

## **Statement of commitment**

The purpose of this policy is to formally document and outline Landsec's commitment to respecting human rights and tackling modern slavery. As a responsible business we believe that all employees should be treated fairly and with respect and we are committed to supporting the UK government in its drive to end forced labour, modern slavery and human trafficking by ensuring it is not taking place in our business or supply chain.

We are committed to:

- Respecting and upholding the highest standards of human rights and labour standards as detailed in the United Nations Universal Declaration of Human Rights (UNUDHR) and the International Labour Organisation's (ILO) fundamental Conventions on labour rights, ensuring that everyone working on our behalf, in an environment we control, is working voluntarily, safely and fairly.
- Ensuring that there are equal opportunities and pay, safe working conditions and working hours, protection from discrimination, no forced or child labour, no harassment, and no bribery or corruption.
- Respecting freedom of association and the right to collective bargaining.
- Excluding zero-hours contracts unless requested by the employee.
- Preventing modern slavery in all of its forms in our business and our supply chain.
- Assessing the risk of modern slavery in our supply chain and through our supplier relationships gaining insight into our suppliers' labour and human rights adherence and company policies.
- Ensuring no worker should pay for a job ensuring all costs and fees associated with recruitment and travel are covered by the employer.



## **Scope**

This policy and our commitments apply to all direct employees and anyone working on behalf of Landsec on our sites, regardless of their employment status or length of service. This includes permanent, temporary or casual labour, whether directly or indirectly employed.

Additionally, as per Our Supply Chain Commitments, we expect our suppliers to comply with these commitments and this policy and if relevant report to us if any of these commitments cannot be met. For partners where we have influence (such as joint ventures and FRI leased properties) we will encourage the uptake and adoption of this policy.

## **Grievance and Remediation**

Where a human rights violation is identified, we are committed to working with all parties involved to seek access to remedy, compensation, and justice for the victim. We'll also investigate the root cause so that we can take appropriate steps to prevent such a violation happening again.

This policy is supported by Landsec's [Speak Up policy](#) and procedure which encourages and enables our employees, our suppliers and occupiers/tenants of our premises to raise concerns or report any suspected wrongdoing to our free and confidential helpline (0800 0903 653).

## **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.

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**Mark Allan**  
Chief Executive

**10 July 2024**