



# Governance

Landsec Speak up policy

December 2024

## Landsec Speak up policy (the 'Policy')

At Landsec, we are committed to conducting business with honesty, integrity and fairness, with respect for the law and our values. However, all organisations face the risk of things going wrong from time-to-time, or of unwittingly becoming associated with illegal or unethical conduct. A culture of openness and accountability is essential to prevent such situations from occurring and to address them expeditiously when they do occur.

Landsec strives to create a culture where our employees feel empowered to speak up openly whenever they know of or believe they may be aware of any action which might:

- Be a criminal offence or breach of a legal obligation including financial impropriety, solicitation, giving or receiving of bribes or fraud
- Lead to a miscarriage of justice
- Compromise the health and safety of another individual
- Cause damage to the environment
- Or conceal information (deliberately or unwittingly) about any of the above

In a culture which is truly open, employees should feel that they can raise any such concerns with line managers, the Head of Governance and Company Secretary or any other member of the Executive Leadership Team. Whilst not anonymous, the reporter's identity will be kept confidential as far as possible. However, if there is reason to believe that a matter cannot be appropriately addressed through one of these routes, the Speak Up line is available to all persons working for Landsec or on Landsec's behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners. This includes contractors under Landsec's direct supervision, working on an asset directly or indirectly controlled or operated by Landsec. Landsec is committed to ensuring that anyone raising a genuine concern does not suffer any retaliation, victimisation or detriment. All concerns raised will be appropriately investigated in line with our [Ethics Investigation Procedure](#).

### Speak Up

The Speak Up service is an anonymous, free and confidential service provided by an independent organization with impartial employees. To raise your concerns using this service, you can call 24/7 on 0800 090 3653, or you can log your concern on the website [Landsec.ethicspoint.com](http://Landsec.ethicspoint.com).

### Our Commitment:

- Prominently display information on how to speak up and provide guidance on the raising of concerns

<sup>1</sup> Covers those contractors who have a contract or other arrangement with Landsec to undertake work or services personally for financial payment.

## Landsec

### Landsec Speak up policy

- Ensure business partners respect our values, know the standard of behaviour expected as detailed in our [Code of Conduct](#) and are made aware of the Speak Up line
- Respect the confidentiality of reporters as far as possible and provide updates to the reporter on the progress of any investigation as appropriate

### Contact

Should you have any questions about this Policy, please contact any member of the Company Secretariat team.

### Version

This policy is owned by the Head of Governance and Company Secretary and approved by the Chief Executive on 18 December 2024.

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