



MODERN SLAVERY STATEMENT

DERWENT
LONDON

MODERN SLAVERY STATEMENT

INTRODUCTION

This is Derwent London plc's (the "Group") second statement under the Modern Slavery Act 2015 (the "Act") which applies to companies and partnerships which have a global turnover in excess of £36 million and conduct any of their business in the UK. As required by the Act, the statement reports on the steps that the Company has taken during the financial year ended 31 December 2017 to ensure that slavery and human trafficking is not taking place in any of our supply chains or in any part of our wider business.

OUR BUSINESS

Derwent London is a real estate investment trust (REIT) listed on the London Stock Exchange which operates in the UK and own a portfolio of commercial real estate, predominantly in central London, valued at £4.9 billion as at 31 December 2017. We have a team of 118 employees who, together with an extensive supply chain, manage the portfolio and developments, fostering well established relationships with occupiers, third party professionals and local communities, enabling all parties to thrive.

This is underpinned by our five key responsibility priorities:

- Designing and delivering buildings responsibly
- Managing our assets responsibly
- Creating value in the community and for our wider stakeholders
- Health and safety
- Engaging & developing our employees

INTERNAL PROGRESS

Based on our ongoing risk assessment, we continue to believe the risk of any slavery or human trafficking in respect of our employees is low.

We have a number of policies in place that we believe promote a culture and behaviours which accord with the Act's objectives. These are all set out in the employee handbook and include:

- Anti-bribery policy and guidelines
- Bullying and harassment policy
- Equal opportunities and diversity policy
- Grievance procedure
- Health and safety policy
- Whistleblowing policy

Our culture is maintained and communicated through a robust recruitment and induction process together with ongoing training initiatives with all employees being aware of the high standards of behaviour expected as set out in our employee handbook and policies. Adopting strong ethical values and procedures which are aligned to the Act's objectives allows us to reinforce our expectations, at the same time ensuring procedures are in place to mitigate any potential issues.

SUPPLY CHAIN PROGRESS

Following the introduction of the Act, the risk assessment of our diverse supply chain to identify the areas that were potentially most prone to slavery or human trafficking, indicated the greatest risk existed at the two extremes of our supply chain - namely the large, first-tier building contractors where their work involves the use of sub-contractors and smaller companies which provide the Group with such services as cleaning and security.

We have introduced a supply chain standard which clearly sets out our expectations of suppliers across a range of issues to include:

- Governance
- Employment and labour practices
- Payment practices
- Health and safety
- Community
- Environmental standards

This is a working document and requires acknowledgement from the supplier in question that they are aware of the standards required and, as a minimum, adhere to them. An example of this is the implementation of the living wage. The requirements encompass the wide range of services being provided together with the varied risk levels inherent in the supplier's labour force being employed either directly or through sub-contractors.

Notwithstanding the varied sizes of the businesses involved we have inserted a clause in all new contracts which specifically requires compliance with the Act and with the terms of this statement, along with termination powers where appropriate in the event the supplier is in breach of its obligations under the Act.

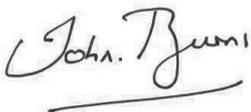
We believe reiterating strong ethical values and communicating them from the beginning reinforces standards of behaviour which allow us to build long term and successful partnerships.

FUTURE PROGRESS

In summary, Derwent London has a robust programme in place to ensure slavery and human trafficking is not taking place in any of our supply chains or in any part of our business and our ethos is to seek continued improvement in all areas of our business and its impact on the community and other third parties.

Taking this into account during 2018 we will continue to identify and implement ways to strengthen our programme, including more detailed, targeted training, awareness and ownership internally, together with an even more cohesive and collaborative approach to monitoring and cross checking our supply chain from procurement to delivery. This will include a request for a Commitment Statement supported by evidence, in relation to the Act, from our suppliers.

This statement is made pursuant to Section 54 of the Act and relates to Derwent London plc and all its subsidiaries. It is made in respect of its financial year ended 31 December 2017 and was approved by the Board on 23 February 2018.



John Burns
Chief Executive Officer