

Group Health and Safety Policy

At Derwent London plc (the Group and its subsidiary companies) we acknowledge and accept our legal responsibilities for Health and Safety and understand that it is a vital element of our business operations and reputation.

Our Policy Statement applies to our managed portfolio and development pipeline and is endorsed by the Chief Executive, who has overall responsibility for health and safety across the Group.

The Group is proactively committed to providing a safe and healthy environment, through our service partners and contractors, at all our properties and for our development activities. The successful management of health and safety is fundamental to the wellbeing of our employees, contractors, service partners, occupiers and visitors to our properties and all others affected by our activities. It is also one of the ways that we create a better working environment for people to thrive and is essential to our performance and growth.

The Chief Executive has overall responsibility for the implementation of this policy across each respective business unit, and Group Heads of Department are responsible for the implementation of this policy and any associated procedures within their individual functions.

Our aims are to achieve continual improvement in health, safety and wellbeing awareness and performance, and to become an example of best practice in the practical application of health and safety management.

To achieve these aims we will:

- consult with employees, contractors, and service providers
- only assign employees and contractors to do work that they are competent to do
- appoint competent health and safety resource and support
- provide high quality information, with the appropriate training and instructions relevant to specific job roles
- engage with our employees, encouraging good communication and co-operation in health and safety matters
- regularly review our health and safety performance through discussion, auditing and reporting

To demonstrate this, the Board is committed to providing adequate resources:

- to enable the Health and Safety Policy to be implemented, developed, monitored, and reviewed to comply with our legal obligations.
- to recognise the value of proactively managing its health and safety responsibilities and, as such, allocates the appropriate level of resource and expertise to manage them effectively. A directly employed, professional health and safety team, led by a Chartered Group Head of Health and Safety, will support the business in managing its legal

compliance and responsibilities across its managed portfolio and development projects.

The Board are fully committed to ensuring the Health, Safety and Wellbeing of Group employees and all those affected by its activities, so far as is reasonably practicable.

Our Health and Safety Policy addresses our obligations under the Health and Safety at Work etc. Act 1974 and other relevant statutory provisions including 'The Management of Health and Safety at Work Regulations 1999' and 'Building Safety Act 2022'. 'The Group maintains its policies and procedures to ensure they are relevant to our business operations and that they comply with all current legislation relating to health and safety. They are reviewed annually as a minimum in order to capture any new legislation or legislative changes and endeavour to ensure they are continually improved.

For each area of the organisation, we will endeavour to ensure that the health and safety impacts and responsibilities are risk-assessed, that suitable health, safety and wellbeing systems are developed and implemented, and that resources are made available for effective health and safety management.

We will seek to ensure that the health of our employees is not negatively impacted by their work, and will endeavour to enhance their wellbeing through the environments they work in. We will achieve this by providing appropriate medical health support, occupational health services and wellbeing initiatives.

Every employee must co-operate within the Group to enable all statutory duties to be complied with. The successful implementation of this policy requires total commitment from all employees, who have a legal obligation to take reasonable care for their own health and safety and for the health and safety of other people who may be affected by their acts or omissions.

This policy is an integral part of our core business strategy and as such is reviewed annually by the Main Board, being updated as necessary.

Approved by the Board and is signed on its behalf by:



Paul Williams, Chief Executive Officer
January 2023