

Group Health and Safety Policy Statement

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.

Derwent London 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 also supports us to create a better working environment for people to thrive and is essential to our performance and growth.

The Chief Executive has overall responsibility for this policy across each respective business unit, and 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 and maintain 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 issues and initiatives
- 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 reviewing the health and safety systems in place. A directly employed, professional health and safety team, led by a Chartered Head of Health and Safety, will support the business in managing its legal compliance and responsibilities across its managed portfolio and development projects.

- ensuring the Health, Safety and Wellbeing of employees and all those affected by its activities, as far as is reasonably practicable.

Derwent London's 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 the 'Building Safety Act 2022'. Derwent London 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 legislative changes and we endeavour to ensure that they are continually improved.

For each area of the organisation, we will endeavour to ensure that the health and safety impacts and responsibilities are identified and risk-assessed, that suitable health, safety, and wellbeing systems are developed and implemented. An overall risk register is regularly reviewed, with site-specific risk assessments also undertaken within the managed portfolio.

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 within. We will achieve this by assessing foreseeable, work-related risks to health, providing appropriate medical health support and occupational health services, and implementing effective wellbeing initiatives.

Every employee must co-operate within Derwent London to enable all statutory duties to be complied with. The successful implementation of this policy requires full 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 2024