

# HEALTH AND WELLBEING FRAMEWORK



DERWENT  
LONDON

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## PURPOSE

In order to set out our approach to promoting and embedding higher levels of health and wellbeing across our business activities we have developed this framework. It sets out how health and wellbeing is to be considered and addressed across our developments, managed portfolio and our own employees, whilst allowing us to:

- Take a considered approach to all aspects of health and wellbeing;
- Capture lessons learned and innovations to inform future work and activities; and
- Monitor and report our performance effectively.

## SCOPE

The framework applies to all new developments, our managed properties (inclusive of occupiers, visitors and building staff), and our employees. It does not apply to our single-let properties or those where the management responsibility sits with the occupiers.

## OUR APPROACH TO HEALTH AND WELLBEING

By understanding the health and wellbeing impacts and benefits of our business activities we can create great spaces which support occupant wellbeing whilst continuing to deliver value to our stakeholders responsibly. Our strategic responsibility aim is to:

**Ensure our business demonstrates the highest standards of integrity, transparency and safety whilst ensuring our spaces are designed, delivered and operated responsibly.**

To achieve this and provide direction we have identified seven long term priorities which guide our various business activities, these are:

- Designing and delivering buildings responsibly
- Managing our assets responsibly
- Creating value in the community and for our wider stakeholders
- Engaging and developing our employees
- Setting the highest standards of health and safety
- Protecting human rights
- Setting the highest standards of corporate governance

Of these seven priorities four have been identified as significant in helping us embed our health and wellbeing aspirations, these are:

**Engaging & developing our employees** – creating an environment for our employees which promotes the highest degree of health and physical, mental and social wellbeing.

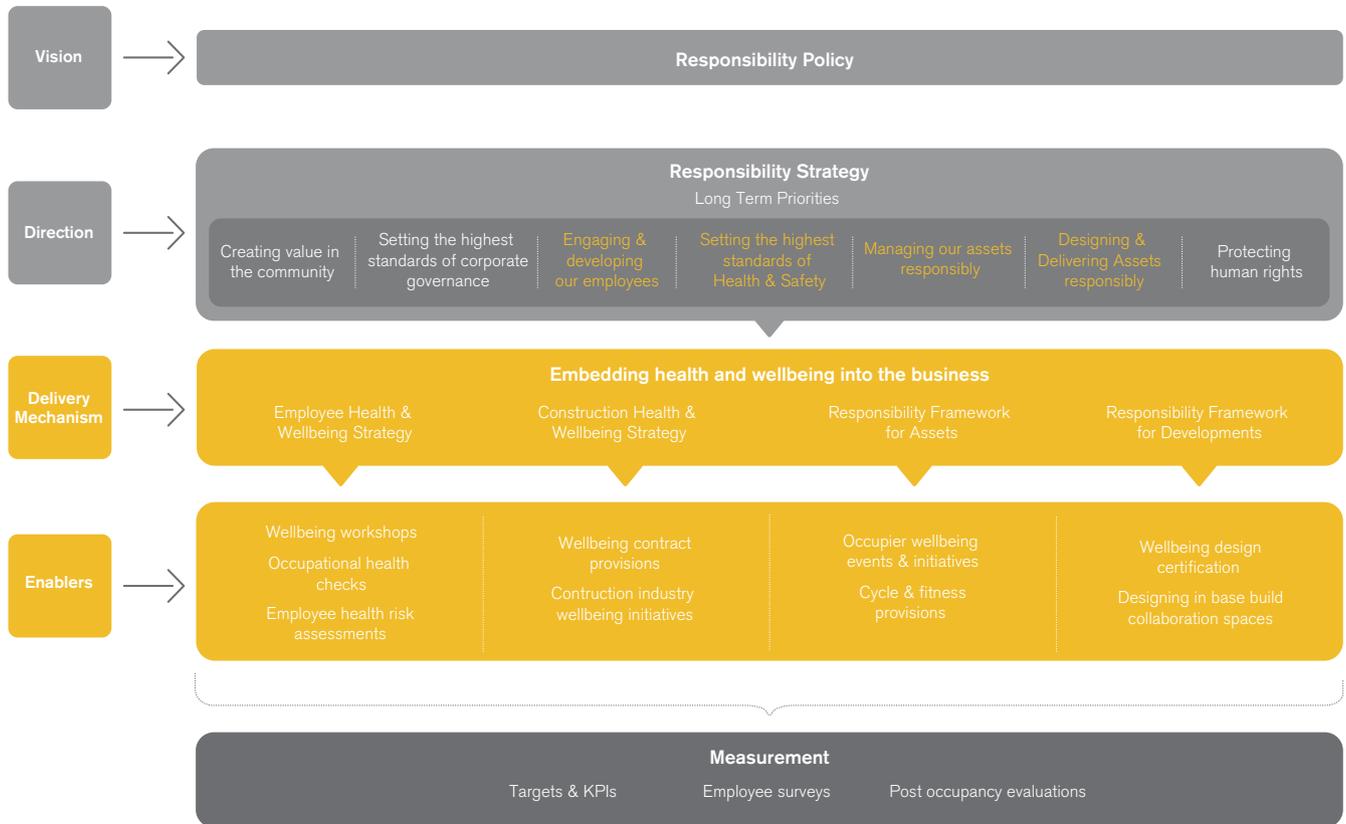
**Designing & delivering buildings responsibly** – providing buildings and spaces which are healthy and promote occupant wellbeing.

**Managing our assets responsibly** – ensuring, where possible, our occupiers, visitors and those who work in our buildings have access to spaces and facilities which promote healthy lifestyles and a high degree of physical, mental and social wellbeing.

**Setting the highest standards of health and safety** – identifying the areas of risk to physical and mental health so that they can be managed appropriately and their potential impact minimised.

# DELIVERY

To deliver these priorities successfully it is important to have a clear approach in place. Our delivery framework for our overarching responsibility agenda is set out in our 'Responsibility Map' which is contained in our Responsibility Strategy. As part of that, this framework document acts as the key delivery tool for our health and wellbeing work, which in turn is supported by the specific delivery model below which will help us provide the requisite focus.



## MEASUREMENT

Using tools such as Post Occupancy Evaluations (POE) and our corporate employee surveys we aim to demonstrate the effectiveness of the range of actions and interventions we employ at both the building and individual level. In addition to this show the value of embedding a higher level of health and wellbeing across our business activities to our stakeholders.

To support these, we set corporate targets and KPIs across various business departments to measure the impact of our actions. These are tracked and overseen by our Sustainability Committee and Health and Safety Committee which in turn reports through to our Responsible Business and Risk Committees (principal committees of the main Board).

## ROLES AND RESPONSIBILITIES

The successful delivery of this Framework across our business is the combined accountability of the respective the Head of Sustainability, HR and Health & Safety. Other key roles that ensure the Framework is implemented appropriately include the Head of Development, Asset Management and Property Management.

## REPORTING

Like many organisations, we report extensively against our targets. Using reporting dashboards, we capture performance from projects and then feed this through to our various management committees, and then finally into our annual reporting processes.

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