

HEALTH AND WELLBEING POLICY

DERWENT
LONDON

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Our purpose as a business is to help improve and upgrade the stock of office space in central London, providing above average long-term returns to our shareholders whilst bringing social and economic benefits to all our stakeholders.

In delivering this we recognise that the health and wellbeing of our employees, occupiers and visitors plays a vital role in making this purpose as successful as possible. Therefore, it is important we manage our business in such a way that we promote the highest standards of health and wellbeing across our business. To assist us in this several of our responsibility priorities help us focus our efforts and ensure we deliver, 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.

To ensure we deliver against these priorities means:

- Ensuring compliance with all applicable legal requirements and with other requirements relevant to the activities of our business e.g. the Health and Safety at Work etc. Act 1974.

- Providing comprehensive training and support to our employees so they can holistically manage both their physical health and mental wellbeing.
- Promoting an open culture in which employees feel empowered to use the wellbeing and mental health support network in place should they feel they are struggling.
- Applying health and wellbeing concepts throughout the design and delivery of our assets.
- Providing where possible spaces, facilities and initiatives in our managed portfolio which impact positively on the health, wellbeing and productivity of our occupiers, visitors and those that work in our buildings.
- Developing management systems and monitoring techniques that enable us to assess the impact of our health and wellbeing work and measure our performance.
- Consulting with our key stakeholders on material issues to ensure we are managing them effectively and transparently reporting on them.

This policy is an integral part of our core business strategy and is supported by a wider suite of policies, strategies and standards.

Responsibility for delivery of this policy and its supporting processes rests with the Sustainability Committee, which in turn is overseen by our Responsibility Business Committee. This policy is communicated to all our employees and those directly involved in our business activities and is available to view on our external and internal websites.

This policy is documented, reviewed annually and is updated as necessary by the Sustainability Committee which meets at least quarterly.

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



Paul Williams
Chief Executive Officer
June 2019

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