

Group Health and Safety Policy Statement

At Derwent London plc (the Group and the subsidiary companies, including Caledonian Properties Ltd in Scotland) 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, and the subsequent arrangements, apply to our employees, our managed portfolio and our development projects across our London and Scotland portfolios.

Derwent London plc is proactively engaged in providing a safe and healthy environment, through our employees, 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. This successful management also supports us to integrate health, safety and wellbeing matters into our business decisions in order to create a better working environment for people to work, live, visit and relax within, and is essential to our continued performance and growth.

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

Our aim is 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 within our sector.

To achieve these aims we will:

- engage, consult and communicate with our employees, contractors, and service providers
- provide strong, visible leadership and lead by example
- ensure employees and contractors undertake work that they are competent to do
- appoint and maintain competent health and safety resources and support
- provide high quality information, with the appropriate training and instructions relevant to specific job roles
- regularly review our health and safety performance through discussion, auditing, and reporting to the business and the board

To demonstrate this, the Board is committed to:

- providing adequate resources to enable the Health and Safety Policy and the subsequent arrangements to be implemented, developed, monitored, and reviewed to comply with our legal obligations. 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 our managed portfolio and development projects.

- to recognise the value of proactively managing its health and safety responsibilities and reviewing the health and safety performance.
- creating a culture where safety, health and wellbeing is at the heart of everything we do

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, standards 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 endeavour to ensure that the health and safety impacts and responsibilities are identified and risk-assessed, and that suitable health, safety, and wellbeing systems are developed and implemented. An overall board-level risk register is periodically 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 has a duty to co-operate on health and safety within Derwent London to enable all statutory requirements to be complied with. The successful implementation of this policy requires 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, being updated as necessary. This policy will be made available to any interested party.

Approved and signed by the CEO on behalf of the Board:



Paul Williams, Chief Executive Officer
January 2026