

## 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 realise that it is a vital element of our business operations and reputation.

This 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 positively committed to providing a safe and healthy environment at all our properties and for our development activities. The successful proactive 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 its activities. It is also one of the ways 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 within 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 and safety 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 assistance
- provide quality information, and the appropriate training and instructions relevant to specific job roles
- encourage good communication and co-operation
- regularly review our health and safety performance and engage our employees in this process

### **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 Chartered Health and Safety professional will act as its Group Head of Health and Safety to assist in managing its legal compliance across its diverse portfolio and with its legal obligations and responsibilities.

The Board are fully committed to ensuring the Health and Safety of Group employees and all those affected by its activities as 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.'

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 to ensure they are continually improved.

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

We will 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 occupational health services and wellbeing initiatives.

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

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

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



**Paul Williams, Chief Executive Officer**  
**January 2021**