

Health and wellbeing statement of intent

Our purpose is to create long-term financial, physical and social value. We do this by providing the right space for our customers and communities so that businesses and people can thrive.

At Landsec, our people are our biggest asset

And because your biggest asset is your health and wellbeing, it makes good business sense for us to help you look after it.

Making healthier choices is ultimately up to all of us as individuals. However, as an employer, there's a huge opportunity for Landsec to help everyone adopt healthier behaviours.

On the following pages, we've set out the Health & Wellbeing Policy for Landsec.

Our Health and Wellbeing Policy addresses our obligations under the Health and Safety at Work etc. Act 1974, which is the primary piece of legislation covering occupational health and safety in Great Britain. It also helps us to comply with other relevant statutory provisions, including 'The Management of Health and Safety at Work Regulations 1999 and the Equality Act 2010'.

We recognise that wellbeing isn't just going to the gym and eating better: there's a range of **physical**, **psychological**, and **social** aspects that contribute to a healthy life.

We recognise that we have a duty of care to protect our people's general wellbeing – both mental and physical.

We'll do this by:

- Identifying areas of risk to physical and mental health so that they can be minimised and managed appropriately.
- Promoting a culture of care and concern for our people, which demands that everybody accepts responsibility for their own and others' wellbeing.
- Promoting a culture of open conversation so we talk about our wellbeing and mental health having our mates in mind and make support available when employees may be struggling.
- Providing a comprehensive training offer aimed at providing people with tools for managing their total wellbeing, including mental health.
- Putting in place a system of management practice and controls, which enables employees to enjoy a healthy work-life balance, whilst recognising the impact of personal choice and lifestyle.
- Ensuring the promotion and maintenance of the highest degree of physical, mental and social wellbeing of workers in all occupations.
- Making sure working environments are healthy, safe, secure and suitable.
- Taking reasonable steps to enable people with disabilities to carry out the role for which they are employed.

Our objective is to have a healthy, happy engaged and thriving workforce.

Our plan is to evolve our health and wellbeing offer, so that it grows alongside you.

Ultimately, I have overall responsibility for the implementation of this policy within each respective business unit. Group Heads of Department are responsible for supporting line managers in implementing it within their individual functions.

A handwritten signature in black ink, appearing to read 'Robert Noel'.

Robert Noel
Chief Executive

Date: 01 April 2019