

At Landsec, we build and invest in buildings, spaces and partnerships to create sustainable places, connect communities and realise potential. We create places that make a lasting positive contribution to our communities and our planet. We bring people together, forming connections with each other and the spaces we create. And we provide our customers, partners and people with a platform to realise their full potential.

At Landsec, our people are our biggest asset. And because your biggest asset is your health and wellbeing, we want 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.

Our Health and Wellbeing Policy builds upon the commitments set out in the Health and Safety policy. It also helps us to comply with other relevant statutory provisions, like 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 also 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.
- 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.
- Creating a comprehensive, easy to understand package of benefits to help you lead a healthy and balanced life in and outside of the workplace.
- Ensuring the promotion and maintenance of the highest degree of physical, mental and social wellbeing of employees in all occupations.
- Making sure working environments are healthy, safe, secure and suitable, and have adequate welfare facilities that are accessible and maintained in good order.
- Making reasonable adjustments to the work and/or workplace to enable disabled people to carry out the role for which they are employed.



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

Policy Review

This policy will be reviewed annually and updated as appropriate.

Ownership

The Executive Leadership Team is responsible for the operation of this policy.

Mark Allan
Chief Executive

4 September 2024