



Human Rights and Modern Slavery Policy

At Landsec, our sustainability vision is to design, develop and manage buildings in ways that will enhance the health of our environment and improve quality of life for our people, customers and communities now and for future generations.

Our sustainability strategy, Build well, Live well, Act well sets out this vision and our approach to addressing the global challenges relevant to our business and stakeholders.

Statement of commitment

The purpose of this policy is to formalise Landsec's commitment to respecting human rights and preventing modern slavery across our operations and supply chain. As a responsible business we believe that all employees should be treated fairly and with respect and we are committed to supporting the UK government in its drive to end forced labour, modern slavery and human trafficking by ensuring it is not taking place in our business or supply chain.

We are committed to conducting business in accordance with the highest standards of human rights and labour standards as detailed in the United Nations Universal Declaration of Human Rights (UDHR), the International Labour Organisation's (ILO) fundamental Conventions on labour rights, the UN Guiding Principles on Business and Human Rights (UNGPs), and the UK Modern Slavery Act 2015, ensuring that everyone working on our behalf, in an environment we control, is working voluntarily, safely and fairly.

We are committed to:

- Ensuring that all work is conducted on a voluntary basis, free from forced labour, human trafficking, and exploitation.
- Providing fair pay, equal opportunities, reasonable working hours, and safe and healthy working conditions.
- Prohibiting child labour, harassment, discrimination, bribery and corruption.
- Respecting the rights to freedom of association and collective bargaining.
- Avoiding the use of zero-hours contracts unless requested by the employee.
- Applying the Employer Pays Principle, ensuring that no worker pays for a job with all costs and fees associated with recruitment and travel covered by the employer.
- Preventing modern slavery in all of its forms in our business and our supply chain.
- Implementing a risk-based human rights due diligence approach to identify, prevent, mitigate and account for modern slavery risks in our supply chain and engaging with suppliers to gain insight into their labour and human rights practices and policies.

Scope

This policy and our commitments apply to all direct employees and anyone working on behalf of Landsec on our sites, regardless of their employment status or length of service. This includes permanent, temporary or casual labour, whether directly or indirectly employed.

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Additionally, as per Our Supply Chain Commitments, we expect our suppliers to comply with these commitments and this policy and if relevant report to us if any of these commitments cannot be met. For partners where we have influence (such as joint ventures and FRI leased properties) we will encourage the uptake and adoption of this policy.

Grievance and Remediation

Where a human rights violation is identified, we are committed to working with all parties involved to seek access to remedy, compensation, and justice for the victim. We'll also investigate the root cause so that we can take appropriate steps to prevent such a violation happening again.

This policy is supported by Landsec's [Speak Up policy](#) and procedure which encourages and enables our employees, our suppliers and occupiers/tenants of our premises to raise concerns or report any suspected wrongdoing to our free and confidential helpline (0800 090 3653).

Governance and Ownership

Human rights and modern slavery are managed in accordance with our governance for sustainability and risk management. The Board is accountable for our approach to sustainability, including human rights and modern slavery and approves our annual Modern Slavery Statement.

Our Executive Leadership Team is responsible for implementing this policy, ensuring we identify, prioritise and manage human rights risks.

Our approach is supported by a cross-functional Modern Slavery Working Group, which meets quarterly to monitor risks, track progress and drive continuous improvement.

Policy Review

This policy will be reviewed annually and updated as appropriate to reflect changes in legislation, best practice and business priorities.

Signed by:

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Mark Allan
Chief Executive

22 June 2026