

Governance

Landsec Speak up policy

March 2026

Landsec Speak up policy (the 'Policy')

At Landsec, we are committed to conducting business with honesty, integrity and fairness, with respect for the law and our values. We are committed to creating a safe, open and transparent workplace culture, where employees are encouraged to raise concerns at the earliest opportunity. We recognise that employees are often the first to realise that there may be something seriously wrong within Landsec.

However, all organisations face the risk of things going wrong from time-to-time, or of unwittingly becoming associated with illegal or unethical conduct. A culture of openness and accountability is essential to prevent such situations from occurring and to address them expeditiously when they do occur.

This policy aims to enable and encourage staff to raise concerns within Landsec, and that they are investigated in a timely and effective manner. It also recognises employees' legal rights to make a protected disclosure to certain prescribed persons or bodies under the Public Interest Disclosure Act 1998 (and connected legislation).

Landsec strives to create a culture where our employees feel empowered to speak up openly and particularly whenever they know of or believe they may be aware of any action which might be a criminal offence, breach our legal obligations, compromise health and safety of people, cause damage to the environment, relate to sexual harassment or conceal information (deliberately or unwittingly about any of these).

In a culture which is truly open, employees should feel that they can raise any concerns with line managers, the Head of Governance and Company Secretary or any other member of the Executive Leadership Team. Whilst not anonymous, the reporter's identity will be kept confidential as far as possible. However, if there is reason to believe that a matter cannot be appropriately addressed through one of these routes, the Speak Up line is available to all persons working for Landsec or on Landsec's behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners. This includes contractors under Landsec's direct supervision, working on an asset directly or indirectly controlled or operated by Landsec.

Protected qualifying disclosures

Under the Public Interest Disclosure Act 1998, those speaking up are protected from [unfair dismissal](#) and detriment (which can mean someone experiences being treated worse than before or having their situation made worse – such as bullying, harassment, being overlooked for promotions or having hours reduced without good reason). To claim protection under this legislation those speaking up must show they made a qualifying disclosure following the correct procedure and suffered dismissal or detriment as a result of making that disclosure.

¹ Covers those contractors who have a contract or other arrangement with Landsec to undertake work or services personally for financial payment.

Qualifying disclosures which are protected can relate to:

- criminal offences such as bribery and corruption
- breaches of a legal obligation by Landsec
- miscarriages of justice
- endangering someone's health and safety
- damage to the environment
- sexual harassment.

By law, you'll be protected as a whistleblower if you can show it's reasonable for you to believe that what you disclose fits into one of the categories of a qualifying disclosure and is in the public interest which means it has to also affect others (e.g other employees, customers or the general public). If your concern is personal only to you, it's unlikely to count as being in the public interest. Something is more likely to be in the public interest (i) the more serious the issue is; (ii) if you're reporting something that was done deliberately; (iii) if there is a large number of people affected by the concerns.

Speak Up

The Speak Up service is an anonymous, free and confidential service provided by an independent organization with impartial employees. To raise your concerns using this service, you can call 24/7 on 0800 090 3653, or you can log your concern on the website [Landsec.ethicspoint.com](https://landsec.ethicspoint.com).

- Our Commitment: Prominently display information on how to speak up and provide guidance on the raising of concerns
- Respecting the confidentiality of reporters as far as possible and ensuring that anyone raising a genuine concern does not suffer any retaliation, victimisation or detriment.
- Investigate all concerns in line with our [Ethics Investigation Procedure](#).

Ensuring our service partners, suppliers and other business partners respect our values, know the standard of behaviour expected as detailed in our [Code of Conduct](#) and are made aware of our Speak Up line.

- Providing updates to the reporter on the progress of any investigation as appropriate

Contact

Should you have any questions about this Policy, please contact any member of the Company Secretariat team

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Version

This policy is owned by the Head of Governance and Company Secretary and approved by the Chief Executive on 25th March 2026.

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