Health & Safety

General Statement of Policy

Great Portland Estates plc (the "Company" or "GPE") acknowledges its responsibilities and accepts its compliance obligations for securing the health, safety and welfare of all of its employees, suppliers and customers whilst working in areas over which it has control, of visiting members of the public and all others affected by its activities.

This policy statement applies to the Company and its subsidiaries including its joint ventures. The Board of Directors are committed to ensuring the health, safety and welfare of Company employees and all those affected by its activities and will proactively work in an open minded and transparent manner to achieve excellence in health and safety. The Policy addresses our obligations under the Health and Safety at Work etc. Act 1974 and other relevant statutory Health and Safety provisions including 'The Management of Health and Safety at Work Regulations 1999' and the 'Building Safety Act 2022.

The Company recognises that current Legislation, Approved Codes of Practice and Health and Safety Guidance Notes are minimum standards to meet, however, by developing the right skills, expertise and training, we will drive continuous improvement in risk management performance.

A positive, proactive health and safety culture, underpinned by open consultation, a progressive strategy and clear KPI tracking, strengthens the Company's overall performance. As such, achieving our health and safety objectives is prioritised alongside all other business objectives.

The Company employs a health and safety team with appropriate leadership to provide a competent source of advice to oversee compliance with health and safety legislation and has nominated the Executive Director as Director responsible for health and safety. Additional support and oversight are provided by the Health and Safety Committee and Executive Committee to prepare for forthcoming business risk compliance changes, define corporate targets and to improve communication on best practice. Health and safety policy, risks strategy, KPI's and performance are reviewed by the Board, with updates provided at each scheduled Board meeting and six-monthly formal updates. External health and safety consultants are also engaged to assist the Company in complying with its health and safety objectives.

The allocation of duties for health and safety matters and the particular arrangements to be made to implement this policy are set out in the policies and procedures contained within the Health and Safety Management System which include our set of health and safety arrangements.

It is recognised that accidents and ill health may result from failings in the health and safety management system. The Company ensures that all accidents are reported and investigated as necessary to continually learn and identify opportunities for improvement.

The Company will provide and maintain safe and healthy working conditions, in particular ensuring so far as is reasonably practicable, that:

- the premises, plant and equipment are kept in a safe condition and without risks to health;
- working systems and practices are safe; all employees receive adequate and sufficient information, instruction, training and supervision in how to carry out their work with regard for the safety of themselves and others;
- suppliers, customers and visitors are made aware of the procedures and rules in place to safeguard health and safety;

- safety factors are given proper consideration when any changes are made to the Company's operation or when new equipment is specified and installed;
- employees who work away from the Company's offices are given suitable protective equipment, and adequate information and instruction on any hazards that they may encounter;
- all employees are actively involved in maintaining safe operating conditions and practices, and are given opportunities for consultation through regular operational meetings;
- effective emergency procedures are established, maintained and clearly communicated, ensuring employees and relevant stakeholders are trained and able to respond safely;
- the health and safety management system is used to assist, manage and control potential operational risks; and
- in accordance with the Building Safety Act 2022, actively engage with residents and encourage feedback on safety concerns ensuring any raised are addressed promptly.

The Company recognises its people as a key resource, and therefore their health, safety and welfare are essential to achieving our objectives. GPE promotes open discussion on mental health and ensures leaders are equipped to support employees on both mental and physical wellbeing.

In addition to the health and safety arrangements in place and an Employee Assistance Programme, employees may raise any concerns with regard to health, safety and welfare to the attention of any member of the Health and Safety team, Human Resources team and their immediate line manager or one of the Executive Committee.

The Company embraces opportunities and welcomes innovation to drive improved safety performance, reduce risk and empower accountability and responsibility for health and safety.

The Company will carry out an annual review of this policy and its health and safety strategy to ensure that our approach continues to develop.

This policy will be communicated to all employees, suppliers and customers. Approved by the Board on 25th March 2026 and signed on its behalf by



Chief Executive, Great Portland Estates plc
33 Cavendish Square, W1G 0PW

It is intended that this policy covers Great Portland Estates plc incorporating its subsidiaries including GPE Services Limited and all employees not based at the above address.