

Shaftesbury Capital PLC Health & Safety Policy Statement

This Health and Safety Policy Statement is endorsed by the Board of Shaftesbury Capital PLC (the **Company**) and the Executive Committee. It applies to all activities of the Company.

The Company acknowledges its responsibilities under applicable health and safety legislation to provide a safe and healthy environment to its employees and as an investor in and manager of properties in the West End of London, to all those who visit its properties. The Company is committed to providing a safe workplace for its employees with a view to preventing injury and ill-health as required under the Health and Safety at Work etc Act 1974 and associated legislation. However, compliance with the legislation is the minimum standard that we expect and we recognise the increasing importance of well-being in the workplace and the spaces for which we are responsible. It is our aim to find opportunities to improve our health and safety management and performance where possible.

The Company values the important contribution that employees and other representatives of the Company can make in improving health and safety performance and management. We are committed to:

- Promoting a positive health and safety culture throughout the Company. We openly encourage the reporting of hazards, including near misses, without fear of reprisal;
- giving health and safety considerations prominence in all of our activities;
- ensuring that our employees have access to appropriate training and supervision in respect of health and safety matters and are actively involved in health and safety matters; and
- providing adequate resources to ensure that the Health and Safety Policy Statement and the health and safety management system are fully implemented.

All employees, agents and contractors have legal duties in respect of their own health and safety and that of others who may be affected by them and as such, we require them to work with the Company in implementing this Policy Statement and the health and safety management system and minimising the risk to others by their actions.

It is our objective to establish and maintain the positive management of health and safety within the Company.

Within the framework of this Policy Statement and the health and safety management system, the Executive Committee will ensure that the arrangements for health and safety are current and accurately reflect the procedures to be followed by employees. The health and safety performance of the Company will be monitored and reviewed regularly. Such reviews are used to implement and monitor business-wide annual health and safety targets and objectives.

This Policy Statement and the health and safety management system will be reviewed on a regular basis, at not longer than annual intervals, or when deemed necessary by changes within the Company or relevant legislation. Changes will be communicated to employees.

This Policy Statement and the health and safety management system is made available to all employees. It will be covered in induction training for all new employees, and ongoing periodic health and safety training for existing employees where appropriate.

This Policy Statement is published on the Company's website so that it can be accessed by all of our stakeholders and other interested parties.

Approved by the Chief Executive on behalf of the Board on 1 August 2023.