PEOPLE POLICY

Our People

People are key to our success, and we recognise the importance of the welfare of our employees, agents, contractors, and suppliers.

Details of our HR policies can be found on the company website.

- We believe that every person in the Company has a part to play in generating long-term economic and social value. We understand the benefits of a diverse workforce and recognise, celebrate and promote diversity and inclusion across the Company.

- Our remuneration framework aims to reward and recognise employees for their contribution. We actively benchmark against the market to ensure we offer competitive salaries, benefits, and incentive schemes to attract and retain the best talent.

- We make training available to all employees, and individual training and development needs are identified and discussed at performance check-in meetings with line managers.

- We undertake succession planning exercises to review the talent pipeline and progress individuals according to capability.

- We undertake sustainability training for our staff to ensure that our workforce understand our commitments, especially relating to net zero carbon.

- We provide our employees with safe and suitable, modern working conditions that are free from unnecessary risk and comply with the requirements of the Health and Safety at Work Act 1974 and recognised codes of practice.

- We recognise that as well as ensuring that we keep our employees safe, we also need to protect the wellbeing of our employees and we will continue to prioritise support through various initiatives and training, from their general wellbeing in the work environment, both physical and mental.

- We are committed to the elimination of all forms of forced, compulsory and child labour.

- With respect to freedom of association and collective bargaining, we acknowledge the right of our employees to join or not to join a trade union and they are free to join an organisation of their choice to represent them, in line with legislation.

- We pay our employees above the London Living wage. We also ensure that the providers of managed services to our offices and estates pay the London Living Wage to those working with us.

- We are committed to supporting our community and actively encourage our employees to engage in volunteering initiatives that support our Environmental, Sustainability & Community strategy.

Human rights and equal opportunities in employment

We support the Universal Declaration of Human Rights and respect the human rights of our employees by providing equal opportunity for all our employees and potential employees regardless of their gender, sexual orientation, age, race, disability, marital status, religion, colour and nationality. Specifically, we:

- Ensure the Equal Opportunities Policy applies to the advertisement of jobs, recruitment and appointment, training, conditions of work, pay and to every aspect of employment; and

- Ensure that people with disabilities are afforded equal opportunities to employment and progress within the Group.

This policy forms part of our overall policy on Sustainability. The Company strives continuously to improve its performance. Management systems and procedures are regularly reviewed to ensure that the Company maintains its commitment to this policy.