



HAMMERSON

HAMMERSON PLC

Human Rights Policy

Updated: 2025



Human Rights Policy

Our purpose is to create outstanding experiences in unique city locations. This is underpinned by our vision of having exceptional destinations that connect communities, delivering a positive impact for generations to come.

Human Rights are standards that recognise and protect the dignity of everyone and according to the United Nations Universal Declaration of Human Rights, are inherent to all, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more.

We respect Human Rights and are committed to ensuring that all our business activity is conducted in way that respects the rights and dignity of everyone we interact with and is in compliance with applicable legal requirements. This includes our dealings with employees, contractors, partners, and communities impacted by the Group's activities. As well as this, suppliers are required to respect and align with international human rights standards, as specified in our standard contract clauses.

We also recognise our responsibility as a business, and we align to the United Nations Guiding Principles on Business and Human Rights ('UNGPs'). Implementing the "Protect, Respect and Remedy" framework.

We also recognise and align with the labour standards set out by the International Labour Organisation ('ILO') as recognised in the ILO Declaration on Fundamental Principles and Rights at Work, and consistent with the ILO standards, Hammerson respects freedom of association and collective bargaining.

Hammerson's policy is to comply with all applicable legislation and regulatory requirements in this area, including the UK's Modern Slavery Act 2015.

This policy was approved by the Hammerson plc Board on 1 May 2025 and has been signed on its behalf below. Responsibility for implementation of this policy lies with the Group Executive Committee, which is also tasked with periodically reviewing our performance to ensure applicability and adherence to best practice. Responsibility for overseeing this policy and ensuring it is upheld lies with Rita-Rose Gagné, our Chief Executive Officer.

Rita-Rose Gagné, Chief Executive Officer

1 May 2025