



# HAMMERSON

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HAMMERSON PLC

# Nature and Biodiversity Policy

Updated: 2025



## Nature and Biodiversity 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.

We recognise that to achieve our purpose and vision we must take a proactive, strategic approach to nature and biodiversity and strive to be ambitious in doing so. This is facilitated by an Environmental and Energy Management System ('EEMS') that enables strategic management and public reporting of our nature and biodiversity performance.

Our business activities and operations have the potential to affect nature and biodiversity both directly and indirectly. We recognise the importance nature plays in mitigating climate change through carbon sinks and physical climate risk mitigation, as well as protecting our natural heritage. We acknowledge the physical and mental health benefits brought by access to nature and green infrastructure, and its inherent social value.

As part of our ESG strategy, this Nature and Biodiversity Policy aims to ensure that any negative impacts our operations have on nature and biodiversity are minimised and opportunities to protect, enhance and restore nature are maximised.

In order to meet our commitments, we aim to:

- Improve the quality and quantity of nature and biodiversity destinations by establishing and maintaining Nature Asset Plans
- Educate and engage employees in the importance of protecting and enhancing nature
- Undertake ecological appraisals (and impact assessments if required) of all new developments, in order to identify appropriate strategies to minimise and redress negative impacts on biodiversity aligning to governments' biodiversity targeting
- Comply with all relevant compliance obligations in relation to nature and biodiversity
- Measure and introduce nature into our public disclosures through the incorporation of nature-related risks and opportunities

All colleagues, contractors and stakeholders have a part to play if the Group is to meet its biodiversity aims.

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