



HAMMERSON

HAMMERSON PLC

Volunteering Policy

Updated: 2026



Volunteering 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 supporting local communities, and colleague volunteering is integral to this. This is facilitated by an Environmental and Energy Management System ('EEMS'), that enables strategic management and public reporting of our social value and related colleague volunteering activities.

We acknowledge the impact of our core business activities on the local communities where we operate. We seek to deliver innovative volunteering programmes that aim to benefit stakeholders across and beyond our business.

The aims of the Volunteering Policy are to:

- Provide a clear and consistent framework for colleagues on what constitutes an eligible volunteering activity, and the process for requesting and recording volunteering days.
- Deliver meaningful, long-term benefits to the local communities where Hammerson operates through structured and locally relevant volunteering activity.
- Support colleague learning and development by enabling skills-based volunteering opportunities aligned with individual and business development objectives.
- Encourage and motivate colleague participation by supporting and recognising community activities that colleagues identify with and care about.

The volunteering policy entitles staff to four days to be used throughout the year for volunteering activities on weekdays only. One of these days must be reserved to volunteer on Giving Back Day, the Group's annual volunteering day when all available staff across the UK, France and Ireland participate in local community initiatives, aligned to our Social Value Strategy.

Eligible volunteering activities

The ESG team will regularly organise and promote volunteering activities for colleagues to join throughout the year. These activities will primarily, though not exclusively, focus on accessibility or employability. We encourage colleagues to volunteer to support causes important to them, though there are some activities which are not eligible for volunteering leave as follows:

- Volunteering with political or religious groups or charities, or volunteering with organisations with a clear or implied religious or political affiliation.
- Chaperoning school trips as a parent.
- Unless organised by Hammerson and expressly permitted, volunteering activities undertaken at weekends will not result in time off in lieu. Volunteering leave must be taken on the day the volunteering activity takes place.

Volunteering activities may be offered as a method to develop skills as identified through the Professional Development Review ('PDR') process. If appropriate, line managers may use the volunteering entitlement to develop the skills of their team in a group project.

Requesting volunteering days

Colleagues wishing to take volunteering days must inform their manager of the proposed activity and the charity, school, or community group they will be volunteering with. The manager will then review the request and approve or decline it based on alignment with this policy. Managers have the right to refuse requests for volunteering days based on the team's capacity (i.e. during particularly busy periods or when other colleagues are expected to be absent). With the exception of Giving Back Day and very short periods of leave, colleagues are expected not to request volunteering days immediately after taking annual leave. All approved requests for volunteering days must be confirmed with the ESG team to enable timely and accurate reporting.

On a discretionary basis the Group may also approve additional days for long-term volunteering opportunities. The Group is committed to reporting staff volunteering time annually through our social value data reporting platform Social Value Portal. Colleagues are also required to record all volunteering days via our HR platform HiBob. The data collected forms part of our ESG reporting.

This policy was approved by the Hammerson plc Group Executive Committee in April 2026 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 Rob Wilkinson, our Chief Executive Officer.



Rob Wilkinson, Chief Executive Officer
April 2026