



HAMMERSON

HAMMERSON PLC

Policy Statement of Intent

HEALTH, SAFETY AND SECURITY

Updated: 09/052025

Version: 10



HISTORY OF REVISIONS

Version No.	Date	Nature of Revision	Prepared by
8	30/10/2023	Annual Review	H&S Manager
9	30/04/2024	Removal of repetition regarding work related injury and ill health. Re-ordered aims and objectives and added Quarterly Governance at the end.	H&S Manager
10	08/05/2025	Minor re-phrasing to the objectives.	H&S Manager



Policy Statement of Intent

Hammerson plc, together with its associated and subsidiary companies, is fully committed to achieving consistently high standards of health, safety, and security (HSS) management and performance. We aim to provide a safe and healthy environment at our Destinations and workplaces for the prevention of work-related injury and ill health, to our employees, customers, contractors, and anyone else who may be affected by our actions or activities.

Recognising that robust HSS performance represents a prudent business investment, Hammerson plc emphasizes that while executive oversight provides leadership, HSS remains a fundamental responsibility shared by all employees.

The Group Executive Committee (GEC) of Hammerson will set objectives and key performance indicators for the organisation, to encourage a process of continual improvement within all areas of health, safety & Security management. Hammerson will allocate resources accordingly.

To achieve our aims and objectives, Hammerson has implemented comprehensive systems and arrangements, including:

- maintaining iso 45001 accreditation within the UK and Ireland for Hammerson plc, while simultaneously working towards achieving this standard in France, with the ultimate goal of securing accreditation.
- compliance with all relevant legislation, other requirements, associated guidance, and best practice.
- suitable mechanisms in place to identify, assess and manage risks to HSS and to adopt a comprehensive risk and opportunities process to prioritise and set objectives for eliminating hazards and reducing risk.
- information, instruction, training, and supervision in place to improve the competence and skills of employees including continual development through training and empowerment, allowing employees to fulfil their roles and support the business HSS objectives and needs.
- a positive health and safety culture with open communication, employee consultation, and a shared commitment, where employees and stakeholders can collaborate effectively and raise concerns on any health and safety matters.
- appropriate emergency preparedness.
- quarterly governance of our HSS KPIs, objectives and targets in consultation with management and employees, with a focus on continuous improvement and assessment of our HSS management system's effectiveness.

Detailed information pertaining to roles, responsibilities, and Hammerson's arrangements for HSS Management can be found in the supporting policies and procedures that complement this statement.

Rita-Rose Gagné
Chief Executive Officer
Board Director Responsible for HSS
Date Signed: 09/05/2025

Gregoire Pereaux
Chief Operating Officer
GEC Sponsor for HSS
Date Signed: 09/05/2025