



HAMMERSON

HAMMERSON PLC

Volunteering Policy

Updated: 2025



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:

- Deliver tangible long-term benefits to the local communities where we operate
- Demonstrate The Group's commitment to learning and development for staff by providing skills-based volunteering opportunities
- Motivate staff by supporting and recognising community activities that staff identify with and care about

The volunteering policy entitles staff to four days to be used throughout the year for volunteering activities. 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.

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, enterprise and young people.

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.

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 community investment data tool. The data collected forms part of our ESG reporting.

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