

## Social Policy Statement

Eskmuir is fully committed to maximising social value across our portfolio. We look to achieve these commitments through continual review and improvement to our policies and processes, including the aim of requiring our third-party contractors and consultants to similarly support our approach in their practices.

Our aim is to demonstrate continuous improvement in our social performance through responsible business and property management practices, considering the various Stakeholder interests and requirements.

The key commitments of our policy are as follows:

- **Health and Safety:** These measures extend to the tenants that occupy our buildings, our contractors and the communities surrounding us. We are committed to maintaining a healthy and safe working environment and accepts no compromise on health and safety issues. Under Health and Safety law we will take reasonable care for the health and safety of those affected by certain acts or omissions. All of our employees are also required to co-operate with Eskmuir's health and safety arrangements.
- **Inclusion and Diversity:** We promote equality of opportunity and will take action to ensure that no individual suffers unlawful discrimination, directly or indirectly, on the grounds of marital status, sex (including pregnancy), age, religion, belief, race, nationality and ethnic or national origin, colour, sexual orientation or disability and to provide a working environment free from harassment and intimidation. Eskmuir aim to be compliant with relevant equality legislation, the Equality Act 2010, Codes of Practice and relevant best practice guidance. This policy pursues and builds on the statutory position to ensure effective policies and practice of promoting equality.
- **Health and Wellbeing:** Eskmuir advocates a proactive approach to managing health and wellbeing at work, with everyone working together: landlord, occupiers, suppliers, building and facilities managers, to address causes of workplace ill health, deal with the impact of health on employees' ability to work, provide necessary support and promote healthier lifestyles to improve the general health of our workforce.
- **Child Labour:** We ensure that no children undertake any work that is considered unsuitable or dangerous. Due to the nature of our work, we do not employ anyone under the age of 18 years and conduct stringent checks in our hiring processes.
- **Forced or Compulsory Labour:** We ensure that no work or service is expected from any person under the menace of any penalty and for which the said person has not offered himself voluntarily. We have raised awareness of modern slavery within our business and in particular, with those who are involved directly with the sourcing of people, goods and services. We have updated our procurement policies and the procedures to reflect the requirements of the Modern Slavery Act and our commitment to preventing modern slavery and human trafficking from occurring or affecting our supply chains or business. These requirements have been incorporated into our selection, due diligence and tender processes.
- **Employee Engagement:** We ensure we engage with our employees through our appraisal process to understand their involvement, commitment and satisfaction with us as an entity.

The management team is committed to meeting these objectives and this is demonstrated by the systems, processes and practices adopted within Eskmuir.

This policy will be reviewed annually and will be communicated to all relevant stakeholders. It will be freely available upon request.

---

Date: May 2024