

Diversity and Inclusion Policy

Statement

LondonMetric Property Plc (the “Company”) is committed to promoting a diverse and inclusive working environment where there is equal opportunity and proper consideration of employee wellbeing.

The Company recognises the importance of diversity and the benefits it brings to the organisation in terms of skills and experience, differing perspectives, fresh ideas and constructive challenge to established behaviours and ultimately better decision making. It strives to operate in a working environment of equal opportunity and promotes a culture of mutual respect and inclusion throughout the organisation.

Employees and potential employees are treated respectfully, fairly and equally, free from unfair bias relating to background, nationality, ethnicity, colour, religion, gender identity, sexual orientation, education, marital status, maternity, paternity, caring responsibilities, disability and age.

Equal opportunities are promoted in terms of recruitment, promotion, job assignment, remuneration, benefits, flexible working, redundancy, discipline and dismissal. Continuous development and training is encouraged for all employees.

The Company actively engages with recruiters to promote diverse candidate selection and ensures that any executive search agency engaged has signed up to the Voluntary Code of Conduct for Executive Search Firms, which addresses gender and ethnic diversity.

The Company promotes a respectful working environment, free from inappropriate and unacceptable behaviour including harassment, bullying whether verbal or physical, inappropriate comments and victimization. All staff are required to adhere to and promote this policy and ensure that any third parties they deal with through the course of their employment are treated on a similar basis.

Employee Support and Grievance

The Company has a process in place to address circumstances where an employee believes that this policy has been breached or their rights violated.

Employees are able to voice concerns in confidence to their direct line manager or, failing that, the Chief Executive, the Company Secretary (as Compliance Officer) or Andrew Livingston (as workforce engagement Non-Executive Director), under the terms of the Company’s Whistleblowing policy. Where the employee feels this route is inappropriate or the matter has not been resolved, they are able to write a letter of formal complaint to the Compliance Officer and a thorough investigation will be carried out as quickly as possible to resolve the issue.

Responsibility for Implementation

The Company’s Board has overall responsibility for ensuring that the Company promotes a diverse and inclusive working environment. Specific responsibility for promoting diversity at Board level and within the Senior Leadership Team is given to the Company’s Nomination Committee. The Compliance Officer oversees the implementation of this Policy.