* * * Group Health and Wellbeing Policy * * *

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DEFINITION

Sirius Group ("**We**" or "**Group**") - Sirius Real Estate Limited (parent company, Guernsey registered) and its subsidiaries from time to time.

Registered office: Plaza House, Fifth Floor, Admiral Park, St Peter Port, Guernsey GY1 2HU, Channel Islands
Telephone number: +44 1481 743 898

Registered number: 46442

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1. Policy Purpose

This policy document has been prepared to communicate the way that Sirius ("the Company") manages and supports the wellbeing of its staff.

It is the duty of all employees to apply the requirements of this policy to their working practices.

2. Creating a Culture of Wellbeing and Belonging

At Sirius, we believe that wellbeing extends beyond physical health and safety. A positive and inclusive workplace, where people feel respected, supported and a sense of belonging is fundamental to employee wellbeing. We are committed to creating an environment where everyone can be themselves, contribute fully, seek support when needed and work in a culture of mutual respect, trust and collaboration.

By living our values of **Integrity, Humility, Adaptability and Industriousness,** we create workplaces where people feel supported, included and able to perform at their best.

3. Health and Wellbeing Policy Statement

In every activity Sirius is fully committed to minimising the risk of ill health, poor mental health or injury to people, as well as any damage to property or the environment so far as reasonably practical. The company accepts its moral and legal obligations to safeguard, as much as possible, the health and wellbeing of its employees.

The company will meet its responsibilities as an employer to do all that it can to prevent accidents, injuries and damage to health by creating a workplace that is in full adherence of statutory laws governing each country or region in which Sirius or its subsidiaries operate.

We encourage all employees to play an active role, by encouraging good practice around health and wellbeing of both themselves and their colleagues. Sirius is committed to consulting with employees, as well as providing information, instruction, training, and supervision so they may conduct their role in a safe and appropriate manner.

We will work to safeguard employees from foreseeable hazards in the workplace by implementing safe working systems including risk assessments where appropriate.

The company will communicate a detailed and appropriate health and safety policy to its employees with notifications made available to clients, contractors, visitors and the general public upon request, making sure that all local Health and Safety obligations placed on the business are fulfilled. The Health and Safety policy will be reviewed regularly and updated as required conform to current legislation in force in each country or region where Sirius has business functions and staff based.

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4. General Responsibilities

All employees are expected to set a personal example and take reasonable care for the health safety and welfare of themselves and of others who may be affected by their acts or omissions as well as protection from their own work activities. Employees who are responsible for supervision or Line Management are expected to promote and encourage healthy work practices and safety awareness to their employees as well as the wider department and business.

5. Information for Employees

Employees will be provided with detailed information in accordance with local regulations and laws, and whenever there are changes in the Company's procedures or arrangements relating to the health, safety and wellbeing of its staff.

6. Health and Safety Training

The company will ensure the workforce is trained and capable of carrying out the allocated tasks relating to health and safety via internal and external training providers.

Management will identify and arrange training or instruction for their staff with all training needs matched to the specific working activity. Refresher training will be provided when required to keep each employee's qualifications up to date and to maintain levels of competence.

Employees must:

- Understand their responsibilities and comply with prescribed arrangements
- Comply with all risk assessments which apply to their daily working activities
- Ensure not to interfere with intentionally or recklessly or misuse anything provided in the interests of health, safety or wellbeing
- Ensure your safety but using work equipment as instructed and trained
- Be aware of, and understand, the emergency procedures in event of a fire or accident
- Report all accidents and incidents that occur at work, inclusive of near misses even where no injury has occurred
- Comply with any reasonable instructions given by management on matters of health and wellbeing

Please refer to your regional health and safety at work policy for specific details of Health and Safety at work.

7. Safe Place of Work

The company places the provision of a safe and positive working environment as a top priority.

This will be achieved by the implementation of a safe system of work and supporting procedures

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and /or working practices such as a good work life balance. We will make adequate arrangements to ensure that all workplaces are maintained in a clean orderly and safe condition with regular inspections and monitoring of workplaces which will be conducted by a competent person. Records will be kept of any findings reported and where appropriate action has been taken.

8. Emergency procedures and fire

We recognise that emergencies can occur and these need consideration and action in order to control a situation where employees may be at risk. Written emergency procedures are displayed in public areas of each Sirius location as well as details of fire drills and tests.

Fire risk assessments are completed for all premises and sites regularly. This includes conducting regular evacuation drills, first alarm tests, testing and maintenance of fire alarms and extinguishers and in line with local legal and statutory laws will include action that should be taken to prevent a fire as well as when a fire occurs the appropriate evacuation points.

Evacuation points and other health and safety information is clearly displayed in communal areas throughout Sirius premises.

9. First Aid

Appropriate first aid provisions, including first aid kits and fully trained first aiders will be provided at all Sirius locations. Procedures regarding first aid provision are set out in each location on notice boards and other communal areas, as well as on our communication platform, Workvivo.

10. First Aid Training

Appropriate first aid provision should be provided. The company should take such measures as may be necessary to ensure proper training supervision and instruction of all employees in matters pertaining to their health safety and welfare and to provide any necessary information at each and all of its work locations and premises. Procedures regarding first aid provision are set out in supporting documentation in each premise or location globally.

11. Mental Health

We encourage open conversations about wellbeing and mental health. Employees should feel comfortable accessing support, discussing challenges and seeking reasonable adjustments where appropriate. Managers are expected to foster an environment of psychological safety, belonging and support, where employees feel able to raise concerns without fear of judgement.

Mental ill health and stress are associated with many of the leading causes of disease and disability in our society. Promoting and protecting the mental wellbeing of the workforce is important for individuals' physical health, social wellbeing and productivity.

Mental wellbeing in the workplace is relevant to all employees, and everyone can contribute to

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improved mental wellbeing at work.

Addressing workplace mental wellbeing can help strengthen the positive, protective factors of employment, reduce risk factors for mental ill health and improve general health. It can also help promote the employment of people who have experienced mental health conditions and support them once they are at work.

Important aspects of mental wellbeing include providing information, raising awareness, and training in order for issues around mental health and stress to be addressed effectively, providing a supportive work environment, offering assistance, advice and support to anyone experiencing poor mental wellbeing or returning to work after a period of absence due to poor mental wellbeing.

12. Mental Health First Aiders

Sirius understands the importance of the mental health of its employees and that this does not suffer as a result of the work they are required to carry out or the working conditions which they are required to work in. We will therefore take measures to protect the mental health of our staff by appointing and training Mental Health First Aiders.

Mental health first aiders can identify signs that indicate a strain on mental health having been trained to recognise issues early on. They will aim to help those affected in the first steps to addressing any strain by providing targeted help or support and to encourage those affected to seek professional help if this is necessary.

13. Physical activity

Physical activity is essential for good health and contributes to positive wellbeing. Many of the leading causes of disease and disability in our society such as coronary heart disease, strokes, obesity, type 2 diabetes, hypertension (high blood pressure), colorectal cancer, stress, anxiety, osteoarthritis, osteoporosis and low back pain are associated with physical inactivity.

For general health benefit, adults should achieve at least 150 minutes a week of moderate intensity physical activity. This should be taken in sessions of 10 minutes or more to count towards your weekly total and we should try to be active on every day of the week.

Any activity during leisure, working or travel counts. Physical activity includes activities such as walking, cycling, gardening, dancing and even housework, as well as participation in sport and formal exercise.

The workplace is an important setting in which people can increase their levels of activity to benefit their health and protect against illness. Physical activity helps manage stress, back pain, weight, and medical conditions. Physically active employees also report less illness and recover more quickly from the illnesses they do get.

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Employees engaged in physical activity initiatives have reported greater enjoyment of their work, improved concentration and mental alertness and improved cooperation and rapport with colleagues.

14. Annual Leave

Each member of staff has a contractual and paid annual holiday entitlement. Employees should consult their own contract of employment for specific details of their individual entitlement.

Employees are actively encouraged take their annual leave entitlement to allow for rest and relaxation time and to improve their work life balance.

15. Complaints

Sirius encourages employees to raise concerns relating to health, safety, wellbeing, workplace conduct, discrimination, harassment, bullying or any matter that may adversely affect their working environment or wellbeing.

Employees who have concerns are encouraged, where appropriate, to discuss them with their line manager, a member of the People & Talent team, a Mental Health First Aider, or through any other available reporting or grievance channels.

All concerns and complaints will be treated as confidentially as possible and will be considered and investigated in a fair, timely and appropriate manner, in accordance with applicable laws and internal procedures.

Employees may raise concerns without fear of retaliation, victimisation or any other detriment. Sirius will not tolerate retaliation against any individual who, in good faith, reports a concern, seeks advice, participates in an investigation, or supports another individual in raising a concern.

Any person who knowingly makes a false allegation or provides deliberately misleading information may be subject to appropriate disciplinary action.

Where concerns are raised regarding an immediate risk to health, safety or wellbeing, Sirius will take appropriate steps to assess and address the matter as soon as reasonably practicable.

16. Status of this Policy

This policy does not form part of any contract of employment and does not create any contractual rights or obligations. Sirius reserves the right to amend, replace or withdraw this Policy at any time.

Aspects of this policy may need to be applied in different ways to cater for those who are not employees.

17. Review

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This policy shall be reviewed and updated at least once a year and more frequently where:

- there are significant changes to applicable laws or regulations;
- incidents or audits indicate that changes are necessary.

Updates will be communicated to staff, and the latest version will be available on the intranet.

Internal Use	
Version	1.2 – Annemie Ress - CHRO
Next review	September 2027 (Group Company Secretary authorised to update for factual changes before the renewal date)
Last update	September 2026
Approved	Sirius Board, 28 September 2026
Circulation to	Sirius Board, all staff.
Publication	Workvivo, staff handbooks, site notice boards

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