

Corporate Social Responsibility and Stewardship Policy

Introduction

Cadogan (including all companies set up under the Cadogan name) considers this policy to be one that reflects the ethical and moral core of everything that we do. Our commitment to this policy is progressive and we seek to be proactive in our approach to Corporate Social Responsibility and Stewardship as a set of companies operating in the wider world. We strive to ensure that our daily business is conducted ethically and with the utmost integrity. Interested parties and the environment are considered when impacted by the activities we undertake in trading as a business.

Drawing on the heritage of its workforce and our values;

- 1) To protect and enhance the Estate's position as one of the world's leading locations in which to live, work and visit.
- 2) We have a proud heritage, but must always safeguard our future and protect our portfolio as a long-term investment - creating and maintaining outstanding buildings and environment.
- 3) When appointing external providers, we should always select the best available and when recruiting, secure the strongest complement to the existing team.
- 4) As long-term stewards of Chelsea, we have a responsibility to make a positive contribution towards a sustainable environment and thriving community.
- 5) Our reputation is paramount. We must deliver excellent customer service, aim to be good neighbours and ensure that integrity is at the heart of all business decisions.

Cadogan believes that values flow in the business from the top to the bottom and sideways, and as such should be reinforced at every level. Honesty, trust and integrity are paramount and our organisational structures and processes are designed to ensure that any CSR or stewardship targets we identify are clearly defined and that every effort is made to deliver them at a high-performance level. For example, our targets may be to reduce environmental costs and increase the community fund by a certain percentage, which can be measured on a year to year basis.

Our Companies

Cadogan operates in the property management, investor and development sector and is located in London. We only operate within the United Kingdom.

Our supply chains (the people or companies we purchase goods or services from) generally operate in the United Kingdom and Europe and the core of our workforce is UK based.

Relevant Policies

As part of our commitment to embracing and embodying Corporate Social Responsibility and Stewardship, we have implemented the following policies which set out our approach to CSR, and/or are linked to CSR, as follows: -

- Anti-Slavery and Human Trafficking Statement
- Bribery and Corruption and Conflicts of Interest and Anti-Money Laundering Policy
- Code of Conduct
- Confidential Reporting (Whistle-blowing) Policy
- Equal Opportunities Policy
- Ethics and Ethical Purchasing Policy
- Health and Safety Policy
- Working Time

Parameters of this CSR and Stewardship Policy

This policy encompasses, and we are committed to, the following: -

- **Business Ethics & Transparency**

Business is conducted in an ethical and responsible manner, to the highest standards of transparency, integrity and corporate governance (see our Bribery and Corruption and Conflicts of Interest and Anti-Money Laundering Policy, and our Ethical Purchasing Policy). This includes ethical purchasing and working in a way that seeks to protect the environment.

- **Interested Party Relationships**

We engage with interested parties that we do business with in a straightforward, honest and respectful way. With our policies set out above, we safeguard and prioritise the environment and the safety of people.

- **Workforce Relations**

We treat our workforce fairly, and with dignity and respect. We apply fair labour practices, and respect UK and EU laws, as well as taking a best practice approach to staffing situations. Cadogan operates an Equal Opportunities Policy with a zero-tolerance approach to any form of discrimination. We engage with a HR Consultancy who work with us to enable decision-makers to review the ethical dimensions of our business decisions, and to support fair practices in the workplace. Additionally, they

help us build people management systems that support ethical behaviours through appropriate reward and performance management processes, as well as fair recruitment.

- **Human Rights**

We support UK government and international human rights legislation. Our zero-tolerance approach to discrimination extends to human rights abuses. We respect other cultures, customs and values, and aim to recruit a diverse workforce. This is reinforced through our Anti-Slavery and Human Trafficking Statement, which is available on our website.

- **Community Investment**

We are passionate in our support of and interaction with the communities and different cultures in which we operate. We contribute to the community through many different initiatives including The K&C Foundation, charitable contributions, community events, affordable housing and local volunteering.

Cadogan believe that in operating this policy, and all related policies, considerable value can be added to the business. Social welfare and corporate success are considered linked, and both are integral to our vision. We wish to be a set of companies who bring 'Social Value' to the world, meaning that we consider more than just financial transactions in our thinking - we strive to add things that are of value to society, including happiness, health, well-being, inclusion and empowerment.

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