

Modern Slavery Statement

Scope

This statement applies to London & Cambridge Properties Limited and all of its subsidiary companies that supply goods or services within the UK and which are listed in the annexure hereto (collectively referred to within this statement as the "Group"). The information included in the statement refers to the financial year 1 April 2025 to 31 March 2026.

Introductory Statement

The Group is committed to improving its practices to combat slavery and human trafficking in its business and supply chain.

Organisational Structure

The Group was established in 1987 and is a leading privately owned investment and property management company operating in key locations throughout the UK, Poland, Romania, and Germany.

Its principal activities include the acquisition and management of commercial properties along with the provision of associated services. It deploys an intensive property management approach and has a proven track record in improving income and value of assets within a mixed-use property portfolio.

Within the UK its head office is located in the West Midlands, with other offices in Central London, Bristol and Glasgow. The Group also has offices in Warsaw and Dusseldorf.

The Group employs over 390 employees, and this year recorded turnover in excess of £259m.

Commitment

The Group acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Group understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Group does not knowingly enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Group in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Group strictly adheres to or exceeds the standards required by applicable employment legislation, and generally exceeds the minimum standards required in relation to employees.

Progress During the Year

During the reporting period, the Group continued to strengthen its approach to modern slavery risk by developing its supplier onboarding and due diligence processes, introducing clearer supplier expectations and continuing to develop its Supplier Code of Conduct. The Group also introduced a new Procurement Department within the organisation, supporting a more consistent and structured approach to supplier engagement and oversight. Alongside this, new supplier checking procedures were implemented to help assess suppliers more effectively and support compliance with the Group's expected standards. In addition, the Group designed a dedicated area on its HR SharePoint to provide employees with accessible information about modern slavery, including how to recognise potential indicators and raise concerns.

Our Supply Chains

In order to fulfil its activities, the main supply chains of the Group include those related to property and facilities management, construction and building works, asset management, office supplies and professional services providers from various suppliers. The Group understands that its first-tier suppliers may in some cases be intermediary traders and that they therefore have further contractual relationships with lower-tier suppliers.

As part of its supplier onboarding and contractor pre-qualification processes, the Group expects suppliers to provide appropriate information about their business practices, labour standards and approach to modern slavery risk. Where concerns are identified, these may be escalated for further review and may affect whether the Group enters or continues a supplier relationship.

Due Diligence Procedures

The Group considers its main exposure to the risk of slavery and human trafficking to exist within the supply chain through the delivery of facilities management and construction services (which include the provision of soft services such as cleaning and security, where workers may be sub-contracted from the companies that the Group contracts with, removing them further from the Group's control).

In general, the Group considers its exposure to slavery/human trafficking to be relatively limited and will be further mitigated by the implantation of its Supplier Code of Conduct (see below).

Steps Taken to Identify and Address Risks

The Group has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015 ("the MSA"), the Group has taken the following steps to ensure that modern slavery is not taking place:

Risk Assessment: The Group is committed to assessing the risks within its own business. The risk management process is now actively being undertaken, which will include the establishment of a Risk Committee and Framework. Part of the committee's risk framework will encompass assessing risk in the context of modern slavery.

Supplier Requirements: The Group expects all suppliers and business partners within the UK to comply with the MSA 2015 and for all suppliers and business partners within the UK and other jurisdictions to demonstrate transparency, accountability, and ethical sourcing practices. The Group is in the final stages of developing an onboarding process for suppliers, covering finance, contractor pre-qualification and a Supplier Code of Conduct which will apply throughout its supply chain.

Employee Awareness: The Group has provided mandatory training to employees on the signs of modern slavery and how to report concerns. Staff were required to pass the assessment that follows the training. Those who did not pass are required to re-take the training until they pass.

Reporting Concerns: Employees are encouraged to report any concerns relating to modern slavery, unethical labour practices or exploitation through their line manager, HR, senior management, or under the Group's Whistleblowing Policy. Concerns will be treated seriously and investigated as appropriate.

Recruitment Practices: The Group ensures robust right-to-work checks, fair recruitment processes and protection against hidden labour exploitation. In relation to its own workforce, the Group is committed to paying its staff salaries at market levels (and in the case of its UK employees which are no less than the applicable living wage).

Policies

The Group has established policies that are well publicised within the organisation, and which support its commitment to combat modern slavery. These currently apply to the UK subsidiary companies that are listed in the Annexure and equivalent policies are being put in place that will apply to the Overseas subsidiaries that are listed in the Annexure.

Anti-Bribery, Fraud & Corruption Policy: Prevents bribery and corruption, which can create vulnerabilities for modern slavery.

Whistleblowing Policy: Encourages reporting of concerns, including suspicions of modern slavery.

Anti-Harassment and Bullying Policy: Creates a safe working environment and prevents abuse of power.

Equality, Diversity & Inclusion Policy: Promotes a fair, inclusive and respectful working environment, ensuring all individuals are treated with dignity and reducing the risk of discrimination or exploitation.

Disciplinary Policy: Addresses misconduct, including any involvement in modern slavery.

Grievance Policy: Provides a clear and structured process for employees to raise concerns or complaints, ensuring issues are addressed fairly, transparently and without fear of retaliation.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Group's modern slavery and human trafficking statement for the financial year ending 31 March 2026. It has been approved by the Board of Directors of London & Cambridge Properties Limited and will be reviewed annually.

Signed:



Ben Chislett

Group Chief Operating Officer

Date: 29 July 2026

Annexure: Subsidiary Companies to which this statement applies

UK

LCP Management Limited
Braycape Limited
Mapleplan Limited
LCP Properties Limited
LCP Investments Limited
LCP Securities Limited
LCP Estates Limited
Rookman Properties Limited
LCP Retail Limited
LCP Commercial Limited
Lockstead Limited
SCC Properties Limited
LCP Developments Limited
L & C Estates Limited
L & C Investments Limited
L & C Commercial Limited
L & C Securities Limited
Wellington Real Estate Limited
Charterstyle Limited
LCP Real Estate Limited
LCP Energy Limited
L & C Europe Limited
LCP Property Investments Limited
The Skelmersdale Limited Partnership
LCP Retail Properties Limited
Bridge Insurance Company Limited

Overseas

Poland:

LCP Properties Sp. Zo.o. - Provision of management services
LCP Taima Investments Sp. Zo.o.
LCP Corentin Investments Sp. Zo.o.
LCP Estelle Investments Sp. Zo.o.
LCP Tredia Investments Sp. Zo.o.
LCP Macalla Investments Sp. Zo.o.
LCP Xantira Investments Sp. Zo.o.
LCP Xantira Investments Sp. Zo.o. Sp.K
LCP Properties Management Sp. Zo.o.
LCP Elmstead Sp. Zo.o Sp.K
LCP Elmstead Sp. Zo.o.
LCP Mistle Sp. Zo.o
LCP Syncerus Investments Sp. Zo.o. Sp.K.
LCP Syncerus Investments Sp. Zo.o.
LCP Resso Sp. Zo.o
LCP Beeston Sp. Zo.o.
LCP Cintra Sp. Zo.o.
LCP Colburn Sp. Zo.o.
Axbridge Sp. Zo.o.
LCP Zane Sp. Zo.o.
LCP Zaragoza Sp. Zo.o.
LCP Zarqa Sp. Zo.o.
LCP Zeit Sp. Zo.o.
LCP Zenica Sp. Zo.o.

Annexure: Subsidiary Companies to which this statement applies

Kennford Sp. Zo.o.
LCP Arrington Sp. Zo.o.
LCP Holt Sp. Zo.o.
LCP Manston Sp. Zo.o.
LCP Loxhill Sp. Zo.o.
LCP Stamford Sp. Zo.o.
LCP Murton Sp. Zo.o.
LCP Redmoor Sp. Zo.o.
LCP Disley Sp. Zo.o.
LCP Arenig Sp. Zo.o.
LCP Ganavan Sp. Zo.o.
Rondinella Sp. Zo.o.
LCP Lemnas Sp. Zo.o.
LCP Aldford Sp. Zo.o.
LCP Arthill Sp. Zo.o.
LCP Monxton Sp. Zo.o.
LCP Muxton Sp. Zo.o.
LCP Kinlet Sp. Zo.o.
LCP Winster Sp. Zo.o.
LCP Oxton Sp. Zo.o.
LCP Cronton Sp. Zo.o.
LCP Kinton Sp. Zo.o.
LCP Milson Sp. Zo.o.
LCP Dunsford Sp. Zo.o.
LCP Bexton Sp. Zo.o.
LCP Talland Sp. Zo.o.
LCP Poland Sp. Zo.o.
LCP Oxspring Sp. Zo.o.
LCP Kendray Sp. Zo.o.
LCP Carcroft Sp. Zo.o.
LCP Treeton Sp. Zo.o.
LCP Letwell Sp. Zo.o.
LCP Alwarton Sp. Zo.o.
LCP Abson Sp. Zo.o.
LCP Coxton Sp. Zo.o.
LCP Chalford Sp. Zo.o.
LCP Shafton Sp. Zo.o.
LCP Hampole Sp. Zo.o.
LCP Woodall Sp. Zo.o.
LCP Anslow Sp. Zo.o.
LCP Barway Sp. Zo.o.
LCP Abington Sp. Zo.o.
LCP Bitton Sp. Zo.o.
LCP Maxey Sp. Zo.o.

Germany:

GIPAM GmbH
LCP Verwaltungs GmbH Eins IG
LCP Verwaltungs GmbH IG
LCP Verwaltungs GmbH Zwei IG
LCE Deutschland Eins GmbH & Co KG
LCE Deutschland Zwei GmbH & Co KG
LCE Deutschland Drei GmbH & Co KG
LCE Deutschland Vier GmbH & Co KG
LCE Deutschland Fuenf GmbH & Co KG
LCE Deutschland Sechs GmbH & Co KG

Annexure: Subsidiary Companies to which this statement applies

LCE Deutschland Sieben GmbH & Co KG
LCE Deutschland Acht GmbH & Co KG
LCE Deutschland Neun GmbH & Co KG

Luxembourg:

L & C Lux Hold Co S.A.R.L.
LCE Allemagne 1 S.A.R.L.
LCE Allemagne 2 S.A.R.L.
LCE Allemagne 3 S.A.R.L.
LCE Allemagne 4 S.A.R.L.
LCE Allemagne 5 S.A.R.L.
LCE Allemagne 6 S.A.R.L.
LCE Allemagne 7 S.A.R.L.
LCE Allemagne 9 S.A.R.L.
LCE 7 Luxembourg GP S.A.R.L.

Romania:

LCP Romania S.A.
Intercora Property S.R.L
Avocado Development S.R.L
Apple Development S.R.L
Mango Development S.R.L
Orange Development One S.R.L
Alpha Real Estate Investment S.R.L
S7 Giurgiu Property S.R.L
APG Development Slatina S.R.L
APG Tulcea S.R.L
APG Development Targu Mures S.R.L
Pipera Retail Development One S.R.L
S7 Parks S.R.L
LCP Development Beta S.R.L.
LCP Development Gamma S.R.L.
LCP Development Delta S.R.L.
LCP Development Epsilon S.R.L.
Suceava Holdings S.R.L.
LCPPR JV Alpha S.R.L.
Focsani Holdings S.R.L.
PK Arsenic S.R.L.
PK Red S.R.L.
Suceava Shopping City S.R.L
LCP Development Alpha S.R.L.
LCP Development Mu S.R.L.
LCP Development Nu S.R.L.
Bestdepo S.R.L.
LCP Hunedoara Retail Park S.R.L.
LCP Eres JV S.R.L.
Bel Rom Sapte S.R.L.

Ireland:

Arena Whitestown Management DAC