

WORKSPACE®

GRI Report

2024/25

Statement of use	Workspace Group Plc has reported in accordance with the GRI Standards for the period 1 April 2024 to 31 March 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	NA

General Disclosures			
GRI Standard		Location of the information	Comments
GRI 2: General Disclosures 2021	2-1 Organizational details	Page 231 of the 2025 Annual Report and Accounts (ARA) available for download here: https://www.workspace.co.uk/investors/investor-centre/results-reports-presentations	Workspace Group PLC. Head Quartered in London (Canterbury Court, Kennington Park, 1-3 Brixton Road, London SW9 6DE). Operating in the UK
	2-2 Entities included in the organization's sustainability reporting	Financial entities on page 268 of the 2025 ARA	Workspace 12 Limited, Workspace 13 Limited, Workspace 14 Limited, McKay Securities Limited, Workspace Projects (KP) Limited and Workspace Salisbury Limited are all subsidiaries that hold properties. The sustainability reporting covers all these subsidiaries, with aggregate portfolio figures reported under Workspace Group PLC. Page 109 further explains adjustments made to account for acquisitions and disposals.
	2-3 Reporting period, frequency and contact point	Page 108 of the 2025 ARA	On 13 June 2025 we published our annual report relating to the period 1 April 2024 to 31 March 2025. This report covers both our ESG and financial disclosures, including our climate-related financial disclosures in line with TCFD guidelines. We report annually.
	2-4 Restatements of information	Page 108 of the 2025 ARA	Due to increased data availability and reliable information, we have restated emissions from gas and well to tank emissions associated with gas and heat, retrospectively. -
	2-5 External assurance	Page 108 of the 2025 ARA	Verification statement available here: https://www.workspace.co.uk/investors/sustainability/our-environmental-performance
	2-6 Activities, value chain and other business relationships	Page 0, 3, 14-26 of the 2025 ARA	Workspace is a real estate investment trust, with 4.2m sq.ft. of property worth £2.368bn. Further detail on our market and strategy is covered on page 27-58 of the 2025 ARA. Our stakeholder section, page 14-26, provides details on our value chain activities and business relationships.
	2-7 Employees	Page 163, 165, 166, 204 the 2025 ARA	
	2-8 Workers who are not employees	Not relevant	We do not have workers who are not employees.
	2-9 Governance structure and composition	Page 124- 129, 146 of the 2025 ARA.	
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	Page 147, 148, 154-161 of the 2025 ARA	
	2-11 Chair of the highest governance body	Page 144 of the 2025 ARA	
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 146, 149 of the 2025 ARA. Board's ESG responsibilities are covered in page 186-191	The governance section of ARA (page 119-234) provides further detail on the Board, its role and activities
	2-13 Delegation of responsibility for managing impacts	Page 43 of the 2025 ARA.	

GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	Page 43, 100, 189 of the 2025 ARA	
	2-15 Conflicts of interest	Page 98 of the 2025 ARA	
	2-16 Communication of critical concerns	Page 98 of the 2025 ARA	
	2-17 Collective knowledge of the highest governance body	Page 127-129 of the 2025 ARA	
	2-18 Evaluation of the performance of the highest governance body	Page 159,160 of the 2025 ARA	
	2-19 Remuneration policies	Page 192-230 of the 2025 ARA	
	2-20 Process to determine remuneration	Page 202-204 of the 2025 ARA	
	2-21 Annual total compensation ratio	Page 216 of the 2025 ARA	
	2-22 Statement on sustainable development strategy	Page 43-45, 75 of the 2025 ARA	
	2-23 Policy commitments	Page 96-98, Page 191 of the 2025 ARA	Our Supplier Code of Conduct, Modern Slavery Statement, Health and Safety Policy, Equal Opportunities and Dignity at Work Policy can be found here - https://www.workspace.co.uk/investors/sustainability/our-policies
	2-24 Embedding policy commitments	Page 96-98 of the 2025 ARA	
	2-25 Processes to remediate negative impacts	Page 96-98 of the 2025 ARA	
	2-26 Mechanisms for seeking advice and raising concerns	Page 98 of the 2025 ARA	
	2-27 Compliance with laws and regulations		No instances of non-compliance with laws and regulations or no fines were paid during the reporting period.
	2-28 Membership associations		Our membership associations are listed on our website - https://www.workspace.co.uk/investors/sustainability/
	2-29 Approach to stakeholder engagement	Page 14-26, 44 of the 2025 ARA	
	2-30 Collective bargaining agreements	Not relevant	The working conditions and terms of employment of the employees are not influenced or determined based on collective bargaining agreements.

WORKSPACE

Material topics				
GRI Standard		Location of the information	Management Approach for Material Topics	Comments
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 44 of the 2025 ARA		
	3-2 List of material topics	Page 44 of the 2025 ARA		
Economic performance				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 59-61 of the 2025 ARA. Detail financial statements included in the back end of ARA. Page 235 onwards	As a public business we have a responsibility to maximise shareholder value by driving greater economic performance. This is delivered by our business strategy which focusses on fix, accelerate and scale. This three-horizon strategy ensures we create value for all our stakeholders (our shareholders, our people, our customers and our communities). Our strong trading performance this year is a testament to our business strategy and model. Each year we set a number of stretching targets across a number of financial KPI to and track and report performance against these. These include metrics such as net rental income, trading profit, property valuation, total property return and shareholder return. Our approach to managing our economic performance is covered in detail in our annual report, along with impact achieved.	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Page 235-272 of the 2025 ARA		
	201-2 Financial implications and other risks and opportunities due to climate change	Page 99-106 of the 2025 ARA		
	201-3 Defined benefit plan obligations and other retirement plans	Page 204, 214, 267 of the 2025 ARA		
	201-4 Financial assistance received from government	Not relevant		

Material topics			
GRI Standard	Location of the information	Management Approach for Material Topics	Comments
Market presence			
GRI 201: Economic Performance 2016	3-3 Management of material topics	Page 14-26 of the 2025 ARA	<p>As an employer of 322 people, client of over 800 suppliers and home to nearly 4,000 businesses, we have a responsibility of exemplarity when it comes to human rights and fair pay.</p> <p>We are a proud living wage employer, meaning that 100% of our direct workforce are paid at Real London Living Wage levels and have a requirement for our suppliers to apply the same rule for their employees that work on Workspace contracts. This is particularly relevant in fields such as cleaning, security and construction, that are most at risk of insufficient pay. In addition to making Real London Living Wage payment a requirement in our supplier contracts, we have also periodically work with a third party to conduct a modern slavery audit of our supply chain. We also track annually the number of individuals whose pay have been raised to aligned with Real London Living Wage levels.</p>
	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Page 82, 96 of the 2025 ARA	100% of employees are subject to minimum wage requirements, however Workspace is committed to enhancing livelihoods and ensure all direct employees and contractors are paid in line with the London Living Wage.
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	Not relevant	

Material topics				
GRI Standard	Location of the information		Management Approach for Material Topics	Comments
Indirect economic impact				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 8,9, 24 44, 58, 81-85 of the 2025 ARA	<p>As one of the largest provider of flexible office space in London, we give a home to nearly 4,000 start-ups and SMEs. This facilitates the employment of local people as well as the development of areas previously limited in customer footfall and enhances the hyperlocal economic activity.</p> <p>As a company, we continue to support the local economy by prioritising local suppliers, invest in deprived areas of the capital and provide in-kind support to local community and charity partners. We strive to enhance employment skills amongst underprivileged young people in the boroughs where we operate, which in turn supports the economic performance of those areas.</p> <p>Through our social impact framework, we are driving targeted actions towards issues that matter most to the communities in which we operate and maximising positive local economic performance. These actions form part of our annual targets and we track a number of KPIs such as hours of volunteering, funds raised and number of individuals supported.</p> <p>Our social sustainability committee chaired by one of our Executive member is responsible for setting objectives, tracking progress and scaling up the impact.</p> <p>We consult with customers and local partners to identify opportunities to enhance social value in local communities.</p>	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Not relevant		
	203-2 Significant indirect economic impacts	Page 81-85 of the 2025 ARA		

Material topics				
GRI Standard	Location of the information		Management Approach for Material Topics	Comments
Materials				
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 55, 77, 80 of the 2025 ARA	<p>A central part of our business is the construction and refurbishment of commercial buildings. These activities require the provision of large quantities of construction materials which have a significant embodied carbon impact.</p> <p>As part of our sustainable development framework, we collaborate with experts to calculate the embodied carbon impact of each of our major construction and renovation projects at RIBA Stage 2, 3 and 6, which helps our internal (project managers) and external (architects, contractors) teams in making informed decisions and minimise our developments' carbon impact through adapting the design and choice of materials (local, recycled/recyclable). Our aim is to limit embodied carbon of major projects to 500 kgCO2e/m2 in line with industry net zero carbon guidance. We have achieved a 56% reduction in GHG emissions from developments from our 2019/20 baseline. Refer to page 55 in the 2025 ARA for more information.</p>	
GRI 301: Materials 2016	301-1 Materials used by weight or volume 301-2 Recycled input materials used 301-3 Reclaimed products and their packaging materials	Omission		We track materials used in major projects as part of our whole life carbon analysis. However we currently don't have aggregated data across all portfolio wide activities.

Material topics			
GRI Standard	Location of the information	Management Approach for Material Topics	Comments
Energy			
GRI 3: Material Topics 2021	3-3 Management of material topics Page 76-78 of 2025 ARA	<p>Energy is a significant operational cost to our business and is also one of the highest contributors to our carbon impact. Our customers are increasingly conscious of their own environmental impact and are also expecting us to help them achieve their sustainability targets. From a financial, environmental, and reputational perspective, it is therefore paramount for our business to limit its energy demand. In line with our net zero carbon ambition, and in addition to the continuous sourcing of 100% renewable electricity, we are aiming to reduce our average energy use intensity from 75 kWhe/m2 GIA to 70 kWhe/m2/GIA by 2030.</p> <p>We will achieve this through our ongoing energy efficiency programme, by investing into efficient lighting and heating and cooling equipment as well as implementing insulation works and rolling out smart energy building management systems across the portfolio. This strategy has already shown results as we have achieved an 23% reduction in scope 1&2 emissions from our 2019/20 baseline. Our facilities management teams are instrumental in optimising the operational performance of our buildings through enhancing equipment controls and settings (temperature set points, timers). Integrating specific energy reduction targets in key individual's annual KPIs has been instrumental in driving greater impact. We also hold monthly meetings focused on the energy performance of our portfolio with our facilities management team which allows us to keep track of high energy consuming assets and take corrective actions where needed.</p> <p>One of our priorities is also to enhance our collaboration with customers, in order to collectively achieve common energy reduction goals. We issue quarterly newsletters to our customers, including top tips on how to reduce their energy consumption. We also run portfolio wide campaigns to raise awareness of the topic and drive energy reduction in customer premises.</p>	
GRI 302: Energy 2016	302-1 Energy consumption within the organization Page 107 of the ARA 2025		Total energy consumption reported in Page 107 of ARA is 45,680,866 kWh (equating to 164,451 GJ)
	302-2 Energy consumption outside of the organization Page 107 of the 2025 ARA (Scope 3 emissions)		
	302-3 Energy intensity Page 78, 107 of the 2025 ARA		
	302-4 Reduction of energy consumption Page 107,108 of the 2025 ARA		
	302-5 Reductions in energy requirements of products and services Not relevant		As we are long term owners of our products (buildings), any reduction in requirements of the products and

services is already captured in the operational energy reductions reported.

Material topics				
GRI Standard	Location of the information		Management Approach for Material Topics	Comments
Biodiversity				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 47 of the 2024 ARA	<p>As owner and manager of 67 buildings located across more than 18 London boroughs, Workspace are in a unique position to enhance urban greenery, provide its people access to quality green spaces, enhance local biodiversity and drive positive impact within local communities in the capital. Although London is home to over 15,000 species of plants, animals, and fungi, only 20% of the capital is made up of publicly accessible green spaces. Workspace are therefore committed to capitalise on the opportunities arising from the construction and operation of our buildings to enhance local biodiversity.</p> <p>We have published our first Nature and Biodiversity Strategy 'Make Space for Nature' setting measurable targets for our developments and operational portfolio. This strategy is now under implementation and we delivered 5 greening projects this year, resulting in a 0.4 Biodiversity Unit1 uplift across the operational portfolio. See page 117 of the 2025 ARA for more information. We have also incorporated the targets in the design brief for development projects and will report performance upon project completion. We have also published the inaugural edition of our reporting aligned with the Taskforce on Nature-related Financial Disclosure (TNFD). See pages 112 to 117 of 2025 ARA for more details.</p>	
	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not relevant		Our portfolio is entirely in London and a few town centres in SE of England
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	Not relevant		We don't develop on greenfield sites. Through our 'make space for nature' strategy we are enhancing biodiversity across both our existing portfolio and major projects.
	Biodiversity net gain	Page 77 of the 2025 ARA		

Material topics				
GRI Standard	Location of the information		Management Approach for Material Topics	Comments
Emissions				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 53-55, 107, 108 of the 2025 ARA	The built environment is responsible for nearly 40% of the UK's carbon emissions. As an owner, operator and developer of commercial buildings, Workspace have a responsibility to limit carbon emitted for its activities. This is why we are committed to delivering a net zero carbon portfolio. Our commitment to reduce 90% of our emissions by 2040 (against 2020 baseline) is underpinned by third party verified science-based target.	
			To deliver on this commitment, our immediate focus is on eliminating the majority of our scope 1 and 2 emissions, and targeted customer energy use and embodied carbon of our developments to drive down scope 3 emissions. We have already reduced our emissions by 35% since our baseline year.	
			By investing in efficient lighting, heating and cooling equipment as well as implementing insulation works and rolling out smart energy building management systems across the portfolio, we have already achieved an 23% reduction in scope 1&2 emissions from our 2019/20 baseline. Our facilities management teams are driving great impact in operational performance of our buildings through optimising equipment controls and settings (temperature set points, timers).	
			Integrating specific energy reduction targets in key individual's annual KPIs has been instrumental in driving a successful emissions reduction programme. We also hold monthly meetings focused on the environmental performance of our portfolio with our facilities management team which allows us to keep track of high energy consuming assets and take corrective actions where needed.	
			One of our priorities is also to enhance our collaboration with customers, in order to collectively achieve common energy reduction goals. We issue quarterly newsletters to our customers, including top tips on how to reduce their energy consumption. We also run portfolio wide campaigns to raise awareness of the topic and drive energy reduction in customer premises.	
			We are also committed to continue sourcing 100% of our electricity from renewable sources, through a REGO-backed green electricity contract. We also a made a groundbreaking deal in 2024 to source two-thirds of our electricity from solar energy through a Corporate Power Purchase Agreement covering two-thirds of our electricity demand.	
			Our greenhouse gas emissions are reported in accordance with Streamlined Energy & Carbon Reporting (SECR) guidelines annually as part of our Annual Report and Accounts publication (Page 107 of 2025 ARA)	

Material topics				
GRI	Standard	Location of the information	Management Approach for Material Topics	Comments
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 107 of the 2025 ARA		
	305-2 Energy indirect (Scope 2) GHG emissions	Page 107 of the 2025 ARA		
	305-3 Other indirect (Scope 3) GHG emissions	Page 107 of the 2025 ARA		
	305-4 GHG emissions intensity	Page 107 of the 2025 ARA		
	305-5 Reduction of GHG emissions	Page 53-55, 107, 108 of the 2025 ARA		
	305-6 Emissions of ozone-depleting substances (ODS)	Page 107 of the 2025 ARA (fugitive emissions)		
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not relevant		

WORKSPACE

Material topics				
GRI Standard		Location of the information	Management Approach for Material Topics	Comments
Waste				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 80 of the 2025 ARA	<p>Last year, 2,936 tons of waste were generated across our operational portfolio. We are responsible for managing the waste disposal of the majority of our customers and therefore have a responsibility to encourage waste segregation and maximise recycling rates. We achieved an average recycling rate of 86% across the portfolio and diverted 100% waste from landfill.</p> <p>We drive high recycling rates by delivering a strong customer engagement programme, with our recycling roadshow events, sustainability newsletters, waste segregation posters and waste management guidance "recyclopedia". Our waste contractor Veolia enable us to keep track of tons of waste generated for each waste stream as well as monthly recycling rate per centre. To fight food waste, we also partner with organisations such as "too good to go" in our cafes, whereby leftover food can be redistributed at the end of the day.</p> <p>As a developer, we also generate large quantities of construction waste. Our aim is to divert 100% of demolition waste from landfill. Our priority in the first place is however to reduce demolition waste, which is why we prioritise refurbishments over new construction.</p>	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Page 80 of the 2025 ARA		See commentary in management of material topics (Waste)
	306-2 Management of significant waste-related impacts	Page 80 of the 2025 ARA		See commentary in management of material topics (Waste)
	306-3 Waste generated	Page 80, 107 of the 2025 ARA and waste tables included in Appendix		
	306-4 Waste diverted from disposal	Page 80, 107 of the 2025 ARA and waste tables included in Appendix		
	306-5 Waste directed to disposal	Page 80, 107 of the 2025 ARA and waste tables included in Appendix		Zero waste is sent to landfill

Material topics				
GRI Standard	Location of the information		Management Approach for Material Topics	Comments
Supplier environmental assessment				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 22, 79, 107 of the 2025 ARA	<p>Workspace collaborate with over 800 suppliers and our spending on products and services amounts to tens of millions pounds. Ensuring that our most material suppliers adhere to our environmental and social objectives is therefore key to a holistic sustainability strategy.</p> <p>In order to ensure the alignment of our suppliers with our core values we have published a supplier code of conduct on our website and circulated it to all our existing partners. Formal adherence to the supplier code of conduct is a requirement as part on the on-boarding process. We also conduct 1:1 supplier engagement on specific sustainability issues (such as energy, carbon, waste, social impact) where we see alignment to work in partnership and drive greater impact. This year we engaged with 20 suppliers in a Sustainability-focused workshop to ensure suppliers decarbonise in-line with our net zero strategy. Further, wherever possible, we prioritise local independent suppliers.</p>	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Page 22 of the 2025 ARA		
	308-2 Negative environmental impacts in the supply chain and actions taken			All our construction projects maintain high standards when it comes to environmental impacts. We go beyond regulation and through our sustainable development brief set specific requirements when it comes to energy, carbon, waste, air pollution, noise, and other environmental considerations. We run quarterly check ins with our contractors to check compliance against these requirements.

Material topics				
GRI Standard	Location of the information		Management Approach for Material Topics	Comments
Employment				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 20, 58, 81-85 of the 2025 ARA	As employer of 322 people and work space provider to circa 40,000 businesses, employment is key focus for Workspace. The strength of our operational platform depends on the calibre of our people. Hence we aim to attract and retain the best talent. We create a culture that fosters fairness, wellbeing, inclusion and diversity and we invest in the professional development of our people, providing them with a clear path for career progression. We track our employees' satisfaction annually through a third party managed survey. We also support fair employment practices by being a Living Wage accredited employer, meaning we require all our suppliers to pay their Workspace-allocated staff at Real London Living Wage levels. To support and widen the access to employment in the neighbourhoods our centres are located in, we have also launched a bespoke community outreach programme on skills and employment, whereby we provide employability support and work placements to students in local schools who would otherwise not have such opportunities.	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page 20, 91 of the 2025 ARA and EPRA report	Refer to our 2024/25 EPRA report available on the website .	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 206, 214 of the 2025 ARA	We have a comprehensive list of employee benefits which are externally benchmarked. These include life insurance, health care, parental leave retirement provision, stock ownership, disability / long term sickness cover and a comprehensive wellbeing benefits scheme. These are provided to all employees after probation.	
	401-3 Parental leave	Page 169 of the 2025 ARA	All employees are entitled to parental leave. Following a benchmarking exercise, we have enhanced our family friendly leave entitlements. Employees may now receive up to 26 weeks full pay for maternity, adoption or shared parental	

leave, depending on length of service. For paternity leave, up to four weeks of full pay is also available, subject to service eligibility.

Material topics			
GRI Standard	Location of the information	Management Approach for Material Topics	Comments
Occupational health and safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 97 of the 2025 ARA and EPRA report	As employer of 322 people and provider of work space to c. 4000 businesses, Workspace have a responsibility to comply with high standards of health and safety. This is why our health and safety management systems are reviewed and updated regularly, in line with latest legal requirements. We also carry out third-party audits to confirm statutory compliance and identify improvement opportunities. Relevant staff receive Health and Safety training, including IOSH Managing Safely, NEBOSH Certificate and specific training around asbestos, water hygiene, fire safety and the Construction Design and Management Regulations. In addition, our Health & Safety Committee, chaired by our CEO, meets twice a year and our Executive Committee receives monthly updates on health and safety processes. Our health and safety policy can be found here - https://www.workspace.co.uk/getmedia/d592d1f0-7ddf-41b8-a0e3-a239cf59bc53/health-and-safety-policy.pdf
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 97 of the 2025 ARA and EPRA report	To ensure compliance with the Management of Health & Safety at Work Regulations 1999, Workspace bases its policies and procedures on the advice contained in the Health & Safety Executive guidance document, HSG65 (Managing for Safety and Health). HSG65 compliance is measured by external audit which takes place every 3 years in the form of an independent gap analysis. For more information, refer to our 2024/25 EPRA report available on the website .
	403-2 Hazard identification, risk assessment, and incident investigation	Page 97 of the 2025 ARA and EPRA report	Refer to our health and safety policy and EPRA 24/25 report available on the website .

	403-3 Occupational health services	Page 97 of the 2025 ARA and EPRA report	Refer to our health and safety policy and EPRA 24/25 report available on the website .
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 97 of the 2025 ARA and EPRA report	Health and Safety committee meets bi-annually. Further detail in EPRA 24/25 report available on the website .
	403-5 Worker training on occupational health and safety	Page 97 of the 2025 ARA and EPRA report	Refer to H&S policy - training section. Further detail in EPRA 24/25 report available on the website .

Material topics				
GRI	Standard	Location of the information	Management Approach for Material Topics	Comments
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	Page 97 of the 2025 ARA and EPRA report		Our health and safety policy can be found here - https://www.workspace.co.uk/getmedia/d592d1f0-7ddf-41b8-a0e3-a239cf59bc53/health-and-safety-policy.pdf
	403-7 Prevention and mitigation of occupational health and safety impacts directly y business relationships	Page 97 of the 2025 ARA and EPRA report		HSG65 compliance is measured by external audit which takes place every 3 years in the form of an independent gap analysis
	403-8 Workers covered by an occupational health and safety management system	Page 97 of the 2025 ARA and EPRA report		To ensure compliance with the Management of Health & Safety at Work Regulations 1999, Workspace bases its policies and procedures on the advice contained in the Health & Safety Executive guidance document, HSG65 (Managing for Safety and Health). This applies to all employees.
	403-9 Work-related injuries	EPRA report		Refer to our 2024/25 EPRA report available on this page: https://www.workspace.co.uk/investors/sustainability/our-environmental-performance
	403-10 Work-related ill health	EPRA report		Fatalities and lost day rate recorded in our 2024/25 EPRA report available on this page: https://www.workspace.co.uk/investors/sustainability/our-environmental-performance

Material topics				
GRI Standard	Location of the information		Management Approach for Material Topics	Comments
Training and education				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 20, 81, 167-169 of the 2025 ARA	<p>As employer of 322 people and home to c. 4,000 businesses, training and education is a central issue for Workspace. The strength of our operating platform depends on the calibre of our people. Hence, we are committed to offering best-in-class training and growth opportunities to all our employees, to help them achieve their full potential. This is why leadership and management training, and customer engagement training has been rolled out to all employees, and relevant employees have also been trained on people management and conflict resolution.</p> <p>Bi-monthly meetings between the HR team and senior managers are scheduled to identify opportunities for staff development. Employees are encouraged to apply for further studies programmes funded by the business and last year, over 10 employees completed accredited training, such as Chartered Institute of Personnel and Development and National Examination Board in Occupational Safety and Health.</p> <p>To support and widen the access to employment in the local community, we have launched a bespoke outreach programme on skills and employment. We partner with local schools to provide employability skills and work placements to students who would have otherwise not have access to such opportunities. Additionally, 12 employees supported 12 pupils from underprivileged backgrounds to deliver 68 hours of career coaching as part of a mentorship programme with Future Frontiers.</p> <p>We also strive to share knowledge and upskill our customers, which is why we run a number of events and workshops focussed on business skills, sustainable behaviours and financial wellbeing.</p>	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 74 of the 2025 ARA		
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 20, 81-82, 167-169 of the 2025 ARA		
	404-3 Percentage of employees receiving regular performance and career development reviews			100%

Material topics				
GRI Standard	Location of the information		Management Approach for Material Topics	Comments
Diversity and equal opportunity				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 20, 81, 96, 162-177 of the 2025 ARA	<p>We believe that an inclusive and diverse environment is key to our staff wellbeing, which in turn is crucial to the success of our business. We have an Equal Opportunities and Dignity at Work Policy and a Diversity and Inclusion Policy and report on the diversity (age, gender, ethnicity) of our workforce in our annual report, including detailed breakdown of the composition of our Board, Executive Committee and senior management teams. Our Board and Nominations Committee regularly monitor diversity at Workspace, including a review of our gender pay gap report. With a view to setting long term diversity targets, we have baselined the diversity of our workforce. We continue to implement our equal opportunities hiring policy through the use of anonymised CVs and training of hiring managers on unconscious bias. Monitoring diversity metrics is essential to our journey, but we also aim to ensure that our employees feel part of an inclusive and safe workplace. We monitor this through our annual employee survey and received an inclusivity score of 86%.</p>	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 18, 165,166 of the 2025 ARA		
	405-2 Ratio of basic salary and remuneration of women to men	Page 216 of the 2025 ARA . Gender pay gap report	https://www.workspace.co.uk/getattachment/7c3d9530-8dc4-437e-b4c4-d2b6e416aca4/GPG24-(1).pdf	

Material topics			
GRI Standard	Location of the information	Management Approach for Material Topics	Comments
Local communities			
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Page 24, 58, 83-85 of the 2025 ARA</p> <p>As a major provider of work space to nearly 4,000 of London's brightest businesses, Workspace is in a unique position to address some of the most pressing social issues. Thanks to our provision of high quality work space in all parts of London, we support local employment opportunities for many SMEs. We also support independent businesses and enhance local economic activity through our operations and customer footfall. In London, homelessness has increased by 47% in the past 10 years, with the proportion of young people not in education, training or employment increasing. This is why we are committed to using our centres as hubs for driving positive social impact amongst local communities, through a focus on skills and employment. Our social sustainability committee meet every month to discuss the progress against community-related targets and facilitates their implementation. We track the number of young people who benefit from our community skills and employment programme, the number of employee volunteering hours dedicated to the local community, the amount raised for our charity partner, as well as the social value we generate (using the TOMS framework).</p>	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Page 83-85 of the 2025 ARA	Eleven centres participated to our bespoke community outreach programme on skills and employment. All clusters had the objective to either run the programme or to partner with a local community initiative. Every site had the objective to run a food bank.
	413-2 Operations with significant actual and potential negative impacts on local communities	Not relevant	

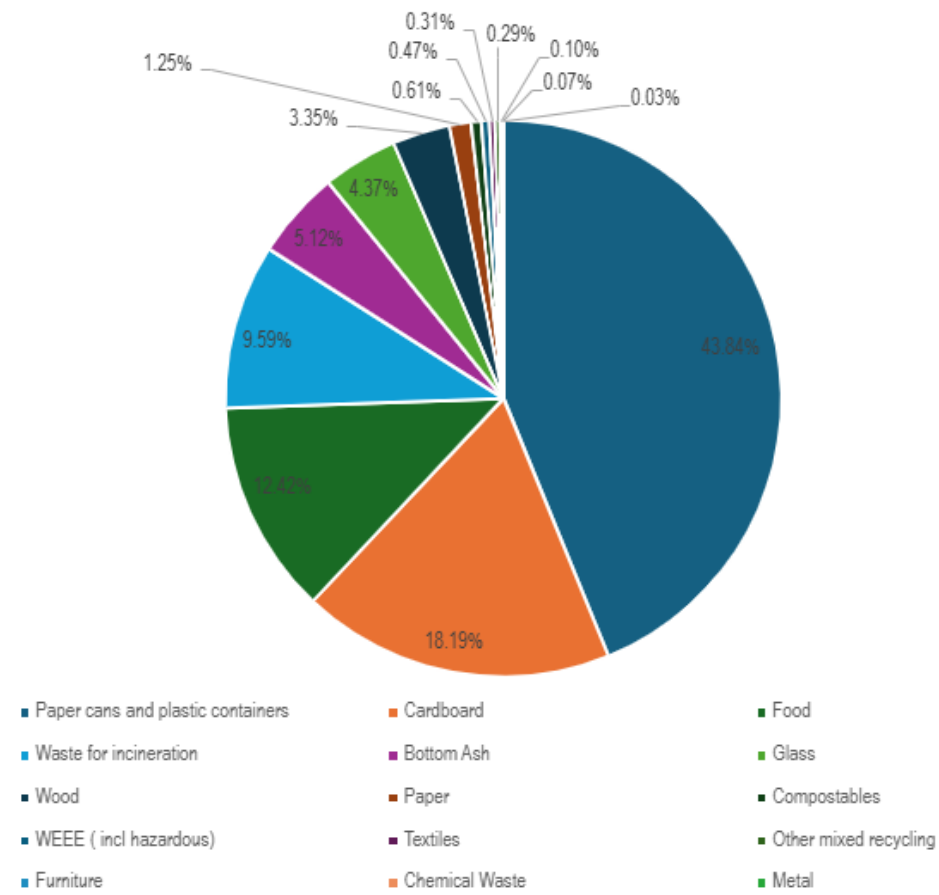
WORKSPACE

Material topics				
GRI Standard	Location of the information		Management Approach for Material Topics	Comments
Supplier social assessment				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 21,22, 82, 98 of the 2025 ARA	<p>Workspace collaborates with over 800 suppliers and our spending on products and services amount to tens of millions pounds. Ensuring that our most material suppliers adhere to our social impact objectives is therefore key to a holistic sustainability strategy.</p> <p>In order to ensure the alignment of our suppliers with our core values we have published a supplier code of conduct on our website and circulated it to all our existing partners. Formal adherence to the supplier code of conduct is a requirement as part on the on-boarding process.</p> <p>One of our main social impact objectives is to ensure that all our suppliers pay their staff at Real London Living Wage. We do so by sending them a reminder ahead of year-end and requiring confirmation of wage alignment with Real London Living Wage levels. Where relevant, we engage with our suppliers on local employment opportunities and widening access to profession. We also prioritise partnership with local independent suppliers.</p>	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Page 21, 82, 98 of the 2025 ARA		100%
	414-2 Negative social impacts in the supply chain and actions taken	Not relevant		None

Material topics				
GRI Standard	Location of the information		Management Approach for Material Topics	Comments
Customer health and safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 92, 97 of the 2025 ARA	<p>As employer of 322 people and provider of work space to nearly 4000 businesses, Workspace have a responsibility to comply with high standards of health and safety. This is why our health and safety management systems are reviewed and updated regularly, in line with latest legal requirements. We also carry out third-party audits to confirm statutory compliance and identify improvement opportunities. Relevant staff receive Health and Safety training, including IOSH Managing Safely, NEBOSH Certificate and specific training around asbestos, water hygiene, fire safety and the Construction Design and Management Regulations.</p> <p>In addition, our Health & Safety Committee, chaired by our CEO, meets twice a year and our Executive Committee receives monthly updates on health and safety processes. Our health and safety policy can be found here - https://www.workspace.co.uk/getmedia/d592d1f0-7ddf-41b8-a0e3-a239cf59bc53/health-and-safety-policy.pdf</p>	
GRI 416: Customer Health and Safety 2016 GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Page 97 of the 2025 ARA		<p>Our comprehensive and robust auditing arrangements include a rolling programme of internal site health and safety audits. All Workspace premises are subject to such audits. These arrangements are supplemented with random inspections and site visits. Workspace periodically commissions external providers to review our health and safety processes, procedures, and internal auditing arrangements. The information gathered is used to evaluate the effectiveness of our arrangements and controls</p> <p>Audit reports highlight improvement opportunities which are addressed timely to ensure we avoid all accidents. All sites have 3 annual risk assessments and last year we recorded 40 minor incidents (no fatalities).</p>

APPENDIX

2024/25 Waste Generation by Material Type



2024/25 Waste Generation by Disposal Route

