



Modern Slavery Act Disclosure - Covering Note

About British Land Company PLC and our Approach to Human Rights

We are one of Europe's largest publicly listed real estate companies. We own, manage, develop and finance a portfolio of high quality commercial property, focused on retail locations around the UK and London offices

Our industry-leading sustainability strategy is a powerful tool to deliver lasting value for all our stakeholders. By supporting communities, improving environments and growing economies, we create Places People Prefer and enhance long term returns.

In April 2016 British Land received the 2016 Queen's Award for Enterprise: Sustainable Development as part of Her Majesty The Queen's 90th birthday honours. The Award is the UK's highest accolade for business success and is given to companies which bring major economic, social and environmental benefits through their own business success. It was awarded to British Land for continuous achievement in all these areas over the last five years.

British Land has been a signatory to the United Nations (UN) Global Compact, which promotes absolute respect for human rights, since 2009. In 2014 we comprehensively reviewed our supply chain risks and developed a plan to increase focus on social risks. We then launched a Supply Chain Charter setting out the key social and environmental principles we implement throughout our supply chain.

Please see our website for more information on our approach to modern slavery :

www.britishland.com/msa

The British Land Company plc - Modern Slavery Act statement

This statement is made as required by section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ended 31 March 2016.

British Land is committed to ensuring there is no unpaid labour of any kind, both in our own business and in our supply chain.

Our corporate values include a commitment to act with integrity phrased as 'do what is right, not what is easy'. Our Employee Handbook sets our expectation that our employees will maintain high standards when it comes to ethical business conduct and requires that our relationships with competitors, suppliers and clients must be based on high standards of personal and professional ethics. We provide guidance and training to support employee understanding of expected behaviours and encourage employees to raise concerns, including through a confidential whistleblowing channel.

British Land has only 228 direct employees (as of 31 March 2016), all UK based, and we purchase a significant proportion of the services required to undertake our business activities, including services related to the purchase, sale and development of real estate, construction and property management services. While the majority of our direct suppliers are based in the UK, these suppliers source some materials and services from around the world.

British Land considers its most significant risk areas in relation to slavery and human trafficking are in its supply chain, particularly in connection with the sourcing by suppliers of construction material and provision of manual labour in property management services.

Our [Supply Chain Charter](#) requires all businesses across our supply chain to respect the people they employ and to offer a safe workplace free from discrimination, harm, intimidation, harassment or fear. Our procurement procedures support our Charter requirements.

In the financial year ended 31 March 2016, we undertook our annual supplier risk assessment. We improved our supplier management processes, introducing training of suppliers and monitoring of compliance with the Supply Chain Charter, focussing on suppliers in the higher risk areas of our supply chain as referred to above. In these areas we also took steps to cascade our labour requirements across the Supply Chain through contract clauses. In this year we also strengthened our procurement function, which will enable us to deliver a more standardised approach to requiring and monitoring compliance with our policies by our supply chain.

For more information on our long-standing approach to social and ethical risks in our business and our supply chain and the steps we have taken this year, please see our [website](#).



Lucinda Bell, Chief Financial Officer

British Land Company PLC