

# Health and Safety Statement of Intent

This statement sets out the steps Foxtons Group plc ('Foxtons') has undertaken, and continues to undertake, to ensure it meets the compliance obligations of the Health and Safety at Work etc. Act 1974. The health and safety objective of Foxtons is to control risks and minimise the number of instances of work-related accidents and illnesses.

We are dedicated to fostering a safe environment and maintaining healthy working conditions to prevent injury, harm, and risks to the well-being of all employees. We will deliver on this commitment by making resources such as equipment, information, training, and supervision available to implement our Health and Safety policies. This framework allows Foxtons the commitment to eliminate hazards and reduce risks in the workplace. We recognise and uphold our responsibility to protect the health and safety of all visitors to our premises, including contractors, temporary workers, and individuals who may be impacted by our operations.

While Foxtons and its management will do all that is within our powers to ensure the health and safety of our staff and of our guests, we recognise that health and safety at work is also the responsibility of everyone who works for us. It is the duty of each employee to take reasonable care for their own welfare and of others, and to report immediately any situation which may pose a threat to the well-being of themselves, the environment or anyone else. In the event an employee is unsure how to perform a certain task or feels it would be dangerous to perform a specific job, it is their duty to report through their Line Manager or to The Health & Safety Committee.

We will provide every employee with the training necessary to undertake their health and safety obligations and tasks safely. Accurate and comprehensive accident reporting records and procedures are crucial to the effective monitoring and revision of our health and safety policy. We therefore require all injuries, however small, sustained by a person at work to be reported. In event of any deliberate disregard for our health and safety policies by our staff, we will invoke our disciplinary procedure.

An effective health and safety programme requires continuous communication with our staff. To help us further improve our policies, particularly when changes in the scale and nature of our operations occur, we will through consultation with our employees ensure there is a process to gain their participation. Through our corporate Health and Safety Committee we will regularly monitor and assess employee feedback and the performance of our policies and procedures Foxtons will make available such finances and resources as are deemed reasonable to implement these policies.

The overall responsibility for health and safety rests with me as CEO and Accountable Person for Foxtons, supported by the Board of Directors.

This statement will be reviewed annually and is available on the Foxtons website, intranet or upon request. The specific arrangements for the implementation of this statement and the personnel responsible are detailed in our health and safety policies.

## Foxtons Group plc

Signature



Name

Guy Gittins

Position

Chief Executive Officer

Date

12 June 2025