

Great Portland Estates plc

# Creating sustainable spaces

Sustainability Strategy for the year ending March 2018



As part of our ongoing commitment to improving our sustainability performance, the following strategy will apply for the year to 31 March 2018.

## Broadening engagement with our shareholders

- Engage with our top 30 shareholders on our current sustainability performance and understand their views in connection with our long-term “Towards the 2030s” strategy.

## Creating sustainable spaces

- Achieve a minimum BREEAM rating of Very Good on all major refurbishments and Excellent on new build developments.
- Achieve a minimum of a SKA silver rating on all smaller refurbishments.
- Update our Sustainable Development Brief to include clear guidance on measures to enhance tenant wellbeing through improved building design.
- Divert a minimum of 95% of non-hazardous waste, generated at our new build development and refurbishment projects, from landfill.
- Achieve FSC or PEFC project certification for new build and major refurbishment projects. On smaller refurbishment projects, ensure that all permanent timber is FSC or PEFC certified.
- Working with our supply chain, continue to develop occupational health initiatives across our development sites.
- Work with construction industry groups to encourage and facilitate apprenticeships and work experience across our development projects.
- Continuing to build on our improved collaboration between design partners and our property management team, review the effectiveness of our Soft Landings process at completed developments.
- Continue to undertake Post-Occupancy Evaluations and feedback the findings of each study to the wider project team.
- Undertake a Social Value report to support a planning application for a forthcoming development.

## Managing Sustainable Spaces

- Achieve a minimum 2.5% energy reduction across landlord controlled areas on a like-for-like basis when compared to the previous year, with a view to continuing this target annually until 2020.
- Following The Paris Agreement on climate change, decarbonise the Group's portfolio, to achieve an annual carbon intensity emissions reduction of 6.3% based on carbon emissions per square foot.
- Undertake an independent review of our energy and carbon targets against the requirements of the Science Based Targets initiative, with a view to reducing our emissions at a rate that is compatible with the 2 degrees Celsius referenced within The Paris Agreement on climate change.
- Ensure that all Building Managers monitor energy usage and target initiatives at their buildings to contribute to our energy reduction targets.
- Examine energy performance in use at our new developments over a three-year period, compare actual performance against design targets and feedback performance to our design team partners.
- Achieve a recycling rate of 80% or more at all properties where we retain management responsibility whilst continuing to divert 100% of our waste from landfill.
- Where Environmental Working Groups are in place at our tenanted buildings, ensure they provide an annual report to the Sustainability Committee on actions taken during the year.
- Commission an independent survey of tenant satisfaction.

## Enhancing the way we work with the local community, suppliers and our people

- Building on our employee health and wellbeing review, roll out resilience skills training for all employees.
- Undertake a follow-up employee engagement survey.
- Conduct an in-depth review of the leadership programme to consolidate and embed leadership skills and capability.
- Following confirmation that all employees of our long-term service partners at our managed buildings receive the London Living Wage, also encourage contractors on our new developments to pay the London Living Wage.
- Organise a programme of work experience, educational tours, presentations and initiatives with universities, colleges and schools to assist in encouraging school leavers into the property industry.