

ESG Objectives & Targets 2020/21



Create a sustainable climate-resilient portfolio through our responsible investment, development and refurbishment programme.

Target Ref:	ESG	Topic	Target Description:
DEV1	ESG	Responsible Investment	Integrate ESG into our acquisition due diligence process to monitor that investment is in line with our long-term sustainability targets
DEV2	E	Green Building Certification	Achieve minimum EPC A for new developments* and B for major refurbishments*
DEV3	E	Green Building Certification	All new developments and major refurbishments to target BREEAM Excellent standard
DEV4	E	Green Building Certification	Follow SKA for suitable minor refurbishment projects**
DEV5	E	Embodied Carbon	Undertake embodied carbon assessments for all new developments and major refurbishment projects
DEV6	E	Soft Landings	Follow the Soft Landings framework for all new development projects
DEV7	E	SBT Scope 3	Reduce scope 3 GHG emissions from purchased capital goods related to development projects by 20% per lettable area by 2029/30 from a 2019/20 base-year
DEV8	E	Net Zero	Publish our own net zero carbon pathway by December 2020
DEV9	E	Net Zero	Deliver a net zero carbon real estate portfolio by 2050 (includes operational & embodied carbon)
DEV10	E	Climate Change Resilience Strategy	Develop a comprehensive climate change resilience strategy for our portfolio by 2022
DEV11	E	FSC	Procure at least 95% of timber from certified sustainable sources (FSC Equivalent) in 2020/21
DEV12	E	Demo landfill	Divert at least 95% of non-hazardous demolition waste by weight from landfill for all developments and major refurbishments in 2020/21
DEV13	E	Construction landfill	Divert at least 95% of construction waste by weight from landfill for all developments and major refurbishments in 2020/21
DEV14	E	Energy Metering	Ensure all developments and refurbishments follow the energy metering specification requirements
DEV15	E	Solar PV	Install solar PV systems for all new developments where suitable
DEV16	E	Water Efficiency	Incorporate water efficiency measures into all new developments and major refurbishments
DEV17	E	Biodiversity	Enhance biodiversity and introduce native plants for all new development and major refurbishments where feasible
DEV18	E	Green Travel	Incorporate green travel into the design of all new developments and major refurbishments

*New Developments & Major Refurbishments - projects over £5m

**Minor Refurbishments - projects less than £5m

ESG Objectives & Targets 2020/21



Actively manage our buildings in an efficient way and work with our customers and suppliers to reduce our operational carbon emissions whilst providing a healthy productive environment for our customers.

Target Ref:	ESG	TOPIC	Target Description:
OPP1	E	SBT Scope 1	Reduce absolute scope 1 GHG emissions by 42% by 2029/30 from a 2019/20 base year
OPP2	E	SBT Scope 2	Procure 100% green electricity
OPP3	E	Energy Intensity	Set operational energy intensity targets for landlord areas (2021/22) and whole buildings (2025)
OPP4	E	AMR	Continue to install Automatic Meter Reads (AMR) for all landlord energy meters across the portfolio to improve data accuracy and availability
OPP5	E	Optergy	Continue to roll out our Optergy energy platform allowing customers to monitor and manage their energy performance
OPP6	E	Solar PV	Carry out feasibility studies for solar PV installations at existing sites
OPP7	E	ESOS	Review and implement recommendations from our phase 2 Energy Savings Opportunity Scheme (ESOS) audits
OPP8	E	Training	Ongoing support for Facilities Managers to improve the energy performance of assets through training and access to the energy portal
OPP9	E	Recycling Rate	Increase the average recycling rate across all buildings to 76% where Workspace are responsible for waste management by 31 March 2021, whilst maintaining 100% diversion from landfill
OPP10	E	Waste Audits	Carry out monthly waste audits at targeted sites to improve waste management and performance
OPP11	E	Water Intensity	Reduce portfolio water intensity to 0.045m3 by 2025
OPP12	E	Water AMR	Install Automatic Meter Reads (AMR) water meters at targeted sites to improve water management and efficiency
OPP13	E	Electric Vehicle Charging Points	Trial electric vehicle charging points and review feasibility to roll out across suitable sites
OPP14	E	Air Quality	Encourage our customers to switch to zero-emission delivery services such as pushbikes, cargo bikes, electric and hydrogen vans.
OPP15	E	Customer Environmental Data	Collect environmental data from customers where Workspace are not directly responsible for energy procurement and waste management (2025)
OPP16	E	Customer Engagement	Engage with our customers on sustainability-related topics through events, workshops, newsletters, posters and social media platforms
OPP17	E	Customer Engagement	Create opportunities for knowledge sharing and engaging with our customers by rolling out customer-led Environmental Groups
OPP18	ESG	Supply Chain	Map and assess the significant risk areas within our supply chain and engage directly with key suppliers and contractors to ensure mitigation measures are being implemented
OPP19	ESG	Supply Chain	Screen all approved suppliers and contractors for their environmental credentials (e.g. Environmental Policy & EMS) and social credentials (e.g. employment and labour practices) which relate to our supply chains
OPP20	E	Cafes	Engage with our cafés on sustainability matters including single-use plastic, recycling, and local procurement
OPP21	ESG	UN SDGs	Complete review and mapping exercise of the UN Sustainable Development Goals against our ESG strategy

ESG Objectives & Targets 2020/21



Enhance our social impact and support all stakeholders through effective communication, training, transparent reporting, with a particular focus on community engagement and employment-led regeneration of London.

Target Ref:	ESG	TOPIC	Target Description:
SOC1	S	Community Engagement	Work with local councils and communities to ensure our development activities are positively contributing to the local area
SOC2	S	Local Community	Encourage individual Centers to support local community causes that promote positive social engagements
SOC3	S	Local Community	Sponsor local community initiatives through space and monetary donations and sponsorships
SOC4	S	Volunteering	Provide more opportunities for our employees and customers to support the local community through volunteering and fundraising
SOC5	S	Lettings In Kind	Continue to sponsor local charities through our lettings in kind programme
SOC6	S	Fundraise	Promote and fundraise for our nominated charity partner Great Ormond St Hospital and other local charities throughout the year
SOC7	S	CCS	Achieve a minimum Considerate Constructors Score (CCS) of 38/50 for all developments and major refurbishments in 2020/21
SOC8	S	Customer Survey	Continue to collect customer feedback through regular surveys, including questions on Doing The Right Thing
SOC9	S	Wellbeing	Enhance wellbeing & promote active lifestyles through incorporating best practice features into the design of all new developments and major refurbishments
SOC10	S	Health & Well-being	Promote health and wellbeing at our buildings by providing space for classes such as yoga and pilates
SOC11	S	Health & Well-being	Keep supporting our employees with their mental and physical health by raising awareness and providing training sessions
SOC12	S	Employee Survey	Collect employee feedback through an annual employee survey and share results internally to drive improvement, including questions on well-being, training and sustainability
SOC13	S	Employee Engagement	Continue to improve internal comms about our Doing The Right Thing initiatives and targets through internal comms channels such as The Wrap, Yammer and SharePoint.
SOC14	ES	Employee Engagement	Integrate environmental and social KPIs into the formal employee appraisal reviews
SOC15	S	Recruitment	Review our current recruitment process and improve CV screening and interview practices
SOC16	SG	Diversity	Look into ways in which we can improve workplace diversity and inclusivity
SOC17	ESG	Training	Deliver workshops and seminars to equip employees with the relevant skills and knowledge to deliver our ESG targets
SOC18	S	Workshops	Hold induction sessions and ongoing workshops for our employees to learn about all areas of the business including Doing The Right Thing
SOC19	S	Professional Development	Continue to promote and support employees through training and professional development programmes as part of our strong commitment to attract the very best talent
SOC20	S	Living Wage	Obtain the Living Wage certification for all employees & contractors
SOC21	ESG	Active Engagement	Continue to respond and participate in regulatory changes and government consultations
SOC22	ESG	Partnerships	Continue our membership with the Better Building Partnership (BBP) and the British Property Foundation (BPF) to share best practice with the UK's leading commercial property owners
SOC23	ESG	Benchmarks	Continue to respond to annual voluntary disclosure benchmark surveys to measure our performance against our peers, including the Global Real Estate Sustainability Benchmark (GRESB), Carbon Disclosure Project (CDP), and Real Estate Environmental Benchmark (REEB)