

# Sustainability and ESG Policy



**We aim to be a trusted partner of choice, working with stakeholders to deliver a more prosperous and climate resilient future for all.**

## We are committed to:

- Providing leadership in our industry and the regions we work in to support the development of climate resilient and socially resilient communities, transport, energy and infrastructure.
- Responding to the needs of investors, communities and other stakeholders by taking a long-term, integrated approach to climate resilience, sustainability and future-proofing our business.
- Engaging pro-actively with our stakeholders on sustainability issues and working with partners on specific projects.
- Encouraging innovation and best practice in sustainability within our business and the supply chains we work with.
- Encouraging our occupiers and users of our facilities to enhance their sustainability performance.
- Achieving the highest practicable BREEAM and EPC ratings on our properties.
- Increasing our climate resilience by reducing CO<sub>2</sub> emissions and promoting continuous improvement in energy efficiency.
- Managing waste responsibly and increasing recycling rates across our property portfolio.
- Reducing water usage wherever practicable to do so.
- Ensuring that natural capital and biodiversity net gain is evaluated and taken into account at the earliest practical stage in our projects.
- Incorporating green infrastructure into our new developments and managing existing green assets to ensure long term quality.
- Incorporating sustainable urban drainage principles within our developments, where appropriate.
- Complying with all applicable environmental legislation.
- Delivery of the ambitions set out in our Climate Positive Plan.
- Embedding adaptation measures to manage the operational and transitional climate-related risks associated with our business.
- Measuring the uplift in social value delivered through our new and existing developments.
- Reviewing our Sustainability and ESG Policy annually.
- Support the wider Group with reporting under the Taskforce on Climate-related Financial Disclosures, where appropriate.
- Auditing our Business Units against the commitments in this policy.

## We will address sustainability & ESG in all aspects of our business including:

### Governance issues

- The Sustainability Forum shall provide guidance to ensure the delivery of the commitments in this policy.
- Monitoring and reporting possible risks associated with sustainability and ESG related matters to the Risk and Compliance Group.
- We will ensure that sustainability policies are communicated to employees and suppliers.
- Sustainability information will be included in interview and new employee induction information.
- We will educate and raise awareness of sustainability issues among employees through a multi-media communications programme.
- We will seek opinion from our people on company sustainability through means such as a survey, meetings or feedback sessions..
- Encouraging all of our people to become Carbon Literate and undertake sustainability-related Continuing Professional Development.

## We will continually improve by:

- Encouraging ownership of environmental performance at a business and project level and ensuring that the costs and benefits are considered in a timely manner and properly quantified, where practical to do so.
- Assessing the use of single-use plastic products across our portfolio.
- Assessing the implications of installing public drinking water stations at our sites.
- Expanding our data collection activities for reporting our sustainability and ESG performance.
- Developing an engagement platform to share information with our occupiers.
- Ensuring capital expenditure requests demonstrate how they contribute to carbon reduction, biodiversity enhancement and an uplift in social value.
- Integrating sustainability actions into our Asset Management Plans.