






IMPACT AND SUSTAINABILITY POLICY

As a family-owned business, a lasting and positive legacy is particularly important to us. We take a long-term view and understand that decisions we make now will impact future generations. By putting sustainability at the heart of everything we do, we are committing to having a positive social impact while minimising our effect on the environment.

Commitments	 Positive environmental impact	 Prioritise health & wellbeing	 Positive Social impact
Targets	<ul style="list-style-type: none">❑ Provide EV charging capability on all developments, above planning requirements.❑ Deliver solar PV on all new developments and all major refurbishments❑ Achieve EPC A+ on all developments and EPC A on all major refurbishment projects❑ To ensure all managed assets within the portfolio to achieve EPC B by 2028.❑ Achieve at least BREEAM Excellent on all developments and major refurbishments❑ 100% renewable energy contracts across the portfolio in landlord-supplied areas❑ Strive to achieve on site biodiversity net gain.❑ To target Net Zero Embodied Carbon on each of our new build spec schemes where reductions are by design first and offset second.	<ul style="list-style-type: none">❑ Design schemes that prioritise inclusivity, health, and wellbeing and are Fitwell/WELL 'enabled' or equivalent❑ Deliver exemplary internal communal facilities on developments and refurbishments❑ Deliver exemplary external amenity space for occupiers on all developments❑ Provide showers and cycle storage on all refurbishments and developments and promote sustainable transport.❑ Continue to prioritise health and safety in all areas of the business❑ Continue to provide exceptional wellbeing initiatives for employees	<ul style="list-style-type: none">❑ All contractors to be required to be registered with CCS and achieve a minimum score of 40/45.❑ Engage with local schools and colleges to increase opportunities and experience for students, both locally to project sites and KELs office.❑ Support local communities through charity work and encourage employees to take part in volunteering initiatives❑ 'Charity of the Year' initiative



IN CONSTRUCTION AND OPERATIONS AHEAD OF UK GOVERNMENT TARGETS