

2022 SUSTAINABILITY TARGET PERFORMANCE

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Strategic Priority: Designing & delivering buildings responsibly

Aspect	Metric	Target	Status	Performance against targets
BUILDING ASSESSMENT METHODS	Rating achieved	Minimum of an 'A' EPC rating for new builds. Minimum of a 'B' EPC rating for all refurbishments, and where feasible uplift to an 'A' EPC rating for major refurbishments	Achieved	<p>Our latest development projects (new build and refurbishments) are anticipated to achieve EPC ratings in line with our targets.</p> <p>2022 Completions:</p> <ul style="list-style-type: none"> 1 Soho Place W1 achieved an EPC 'B' (meets EPC target criteria set at the beginning of the project). The Featherstone Building EC1 achieved 'A'. Francis House SW1 achieved 'A'.
		Achieve a minimum 4.5 Star NABERS UK rating for new build projects and major refurbishments	Ongoing	<p>We have specified NABERS UK ratings on all new development and major refurbishment projects, and our current projects are targeting to achieve at least a 4.5 Star rating.</p> <p>We have developed collateral for occupiers on NABERS and legal drafting to assist with educating occupiers and assisting us achieve our NABERS ratings.</p>
		Achieve a minimum of BREEAM Excellent for all new build office projects and major refurbishments	Achieved	<ul style="list-style-type: none"> 1 Soho Place W1 - BREEAM 'Outstanding' achieved. The Featherstone Building - BREEAM 'Outstanding' achieved. 25 Baker Street W1 - BREEAM 'Outstanding' achieved at design stage. Network W1 - targeting BREEAM 'Outstanding'.
		Achieve a minimum of LEED Gold for all major new build projects	Ongoing	<ul style="list-style-type: none"> 1 Soho Place W1 - LEED 'Gold' achieved. The Featherstone Building - LEED 'Platinum' on track. 25 Baker Street W1 - targeting LEED Gold. Network W1 - targeting LEED Platinum.
		Achieve a minimum of Home Quality Mark (HQM) 4 stars on all new residential development	Ongoing	25 Baker Street W1 - targeting a minimum HQM 4 star rating.
		Ensure the shell & core aspects of our schemes are WELL 'enabled' using the most up-to-date version	Ongoing	All future projects are targeted to achieve this. This includes: 25 Baker Street W1 and Network W1.
PROJECT SUSTAINABILITY PLAN	Implementation	All applicable projects to create and maintain a Project Sustainability Plan (PSP)	Achieved	A comprehensive Project Sustainability Plan is in use on all applicable projects which reflect our net zero carbon targets.

2022 SUSTAINABILITY TARGET PERFORMANCE CONTINUED

Strategic Priority: Designing & delivering buildings responsibly continued

Aspect	Metric	Target	Status	Performance against targets
ENERGY & CARBON	Installed metering	All new build and major refurbishment projects to have 100% of meters to be AMR capable and BMS linked and installed on: all main incoming feeds (electricity/water/gas); landlord lighting and small power; tenant lighting and small power; all major energy producing/consuming equipment e.g. heating and cooling plant; and renewable & low carbon energy generation sources e.g. PV etc., in line with Derwent London Metering Strategy (2021)	Ongoing	All applicable projects have these requirements incorporated into their design strategies and contractual documents. The target will be complete, on a building-specific basis, once installation and commissioning confirmation is received.
	Embodied carbon assessment	All new build and major refurbishment projects at RIBA Stages 2, 3 and 4 to undertake an embodied carbon assessment in line with the Derwent London embodied carbon brief and certification standards such as BREEAM. In addition contractors are to map and measure embodied carbon during the delivery phases using the same assessment approach used during design. Commercial office new build targets as follows: <ul style="list-style-type: none"> • Developments completing from 2025: $\leq 600 \text{ kgCO}_2\text{e/m}^2$ • Developments completing from 2030: $\leq 500 \text{ kgCO}_2\text{e/m}^2$ 	Ongoing	All applicable projects have completed their assessments at each design stage and on-site projects have begun reporting on embodied carbon on a quarterly basis. For more details on performance refer to Embodied Carbon Data .
	Predicting whole building energy use	All refurbishment projects to undertake a design in-use energy assessment based on CIBSE TM54 and ensure it is updated regularly in line with design progress/changes	Achieved	Where central plant is being replaced, projects are undertaking an in-use energy assessment based on the CIBSE TM54 standard.
	Designed usage (m^3/m^2)	All new build and major refurbishment projects to be designed and delivered to achieve mains water usage of $0.50 \text{ m}^3/\text{m}^2$ or better	Ongoing	All projects are being designed to meet this target, unless otherwise agreed.
WASTE	% diversion from landfill	Divert at minimum 98% of total construction and demolition waste tonnage from landfill	Achieved	Compliant on all projects.
MATERIALS	% of certified sustainable timber procured	100% of timber procured is to be from FSC or PEFC sources	Achieved	Compliant on all projects.
BIODIVERSITY	Net gain	All new build and major refurbishment projects to achieve a net gain in biodiversity as measured through BREEAM	Achieved	All new build projects are reporting a biodiversity net gain.

2022 SUSTAINABILITY TARGET PERFORMANCE CONTINUED

Strategic Priority: Managing our assets responsibly

Aspect	Metric	Target	Status	Performance against targets
CLIMATE CHANGE	% reduction	Achieve a reduction in carbon intensity of 55% by 2027 in our like-for-like managed portfolio compared to our 2013 baseline	Achieved	The Group has made good progress to date, with a reduction in emissions intensity of 10% in 2022 compared to 2021 and 65% since 2013, both of which are ahead of target.
		Achieve a 4% reduction in energy consumption year-on-year until 2027	Achieved	Energy intensity reduced by 4% from 128 kWh/m ² in 2021 to 123 kWh/m ² in 2022 (compared to target of 139 kWh/m ²).
ENERGY & CARBON	Management	Continue to purchase 100% renewable, REGO backed electricity for our managed properties	Ongoing	98% of our electricity was on REGO-backed tariffs.
		Continue to transfer gas contracts to 100% renewable tariffs for our managed properties	Ongoing	79% of gas was procured on renewable tariffs.
		Ensure Building Sustainability Plans (being updated to Net Zero Carbon Action Plans) have been put in place across all managed portfolio	Ongoing	Updated Net Zero Action Plans have been produced across the portfolio which track progress against targets and next steps, with two plans currently awaiting completion.
	Implementation	All new building and major refurbishment projects to undertake a full Post-Occupation Evaluation 12 months after full occupation and where we still retain control of the building	Not Started	We will carry this out for Brunel Building W2 in 2023, with 80 Charlotte Street W1 to follow.
WASTE	% recycled	Ensure our managed portfolio achieves a minimum recycling rate of 75%	In Progress	Our recycling rate has improved to 68% from 65% last year. We are working closely with our waste contractor and our occupiers to improve this.
	% diversion from landfill	Send zero waste to landfill from properties for which Derwent London has waste management control	Achieved	All waste continues to be diverted from landfill.
WATER	Management	Undertake water audits and set in place water management strategy for our managed portfolio which will set out how we intend to reduce our consumption and how we will measure our performance	Achieved	A water management strategy user guide has been written and implemented.
		Maintain portfolio mains water consumption intensity in the like-for-like managed portfolio below 0.50 m ³ /m ²	Achieved	2022 water intensity in like-for-like portfolio: 0.38 m ³ /m ² .

2022 SUSTAINABILITY TARGET PERFORMANCE CONTINUED

Strategic Priority: Managing our assets responsibly continued

Aspect	Metric	Target	Status	Performance against targets
OCCUPIERS/ SUPPLIERS	Measurement	Monitor the sustainability KPIs included within our property management engineering and services contracts	Ongoing	This is monitored through our monthly building-specific engineering meetings, as well as our quarterly progress reviews with our suppliers.
		Ensure our contracted operational supply chain operatives in our managed portfolio are receiving the London Living Wage	Achieved	Our building management contracted operational supply chain pay London Living Wage or higher.
	% engaged	Ensure occupier engagement plans (Green Forum, regular occupier one-to-one meetings, or events) have been scheduled for managed portfolio	Achieved	Off the back of our Net Zero Carbon Survey in 2021, we have now contacted 33% (by ERV) of occupiers either through green forums or one-to-ones. We have also provided data and are supporting our occupiers in achieving third party certifications such as B Corp.
SUSTAINABLE TRAVEL	% in place	Ensure Green Travel Plans are developed across all managed portfolio	In Progress	Developed for new builds that have been handed over to our Property Management team in 2022.
BIODIVERSITY	% in place	Ensure a portfolio-wide Biodiversity Action Plan is developed and projects implemented across the managed portfolio	In Progress	Feasibility study carried out on beehive & bug hotel portfolio project. Recommendations are being assessed for approval and implementation.

2022 SUSTAINABILITY TARGET PERFORMANCE CONTINUED

Strategic Priority: Creating value in our community

Aspect	Metric	Target	Status	Performance against targets
COMMUNITY ENGAGEMENT	Community Fund delivery	Successfully deliver the next year of the Derwent London Community Fund. Further Derwent London employees to be included in the decision panel and process for greater inclusion and 'ownership' by employees in the Community Fund. In addition, further involvement by the decision panel as applications are received to increase prior knowledge about the applicants before the decision meeting. Changes made to the Fund (wording, application methods, funding amounts and feedback contribution) further to the Chickenshed Youth Taskforce session in 2021 to be assessed	Achieved	A total of £123,716 was committed to 13 projects from our Community Fund in 2022. The increased flexibility of the Fund due to the Taskforce feedback is working well.
COMMUNITY ENGAGEMENT & OCCUPIERS	No. of community groups / occupiers engaged	Increase occupier support of community groups in collaboration with the Customer Experience team and their plan of events for 2022	Achieved	Six buildings took part in a celebration of Spring with a focus on nature, wellbeing, and biodiversity. Occupiers from three buildings participated in Christmas community events and people supported by The Soup Kitchen in Fitzrovia were gifted with over 300 items of clothing/shoes, hand warmers, and other essentials donated by occupiers across the Fitzrovia portfolio.
SCOTLAND	No. of community groups engaged	Develop community engagement in Scotland in conjunction with Charlotte Maclean	Achieved	14 Scottish community groups were supported through the Sponsorships and Donations Committee in 2022 and ranged from garden initiatives, a youth forum, a food bank supporting people through the cost of living crisis, to a riding school for the disabled. The Scotland office had its own staff-nominated Christmas charity 'Babes in the Wood' in 2022 which supports families with children's clothes, toys and equipment. In order to widen our community engagement and to ensure we make the most of local knowledge we reached out to EDVA (East Dunbartonshire Voluntary Action).

2022 SUSTAINABILITY TARGET PERFORMANCE CONTINUED

Strategic Priority: Engaging with our employees

Aspect	Metric	Target	Status	Performance against targets
KNOWLEDGE	Knowledge dissemination	Deliver technical/knowledge sharing 'mini' presentations via the monthly town hall sessions	Achieved	Monthly town halls in 2022 brought us updates on subjects such as our work on diversity and inclusion, our development pipeline, our net zero carbon progress and digital projects.
EMPLOYEE DEVELOPMENT	Engagement	Hold our third all-employee company away day to promote and foster collaboration and relationships across teams	Achieved	Our 2022 awayday focused on our achievements, business strategy and priorities, and involved a series of fun events to promote cross-team collaboration. We were also joined by a guest speaker, Mark Pollock, who ran a masterclass on collaboration to solve complex problems.
		Following the results of our employee survey, hold focus groups to discuss and analyse the results and present the outcomes to the Executive Committee	Achieved	We convened a series of focus groups to examine our performance in four key areas: diversity and inclusion, personal development, health and wellbeing, and agile working were all areas in which the Company had been rated highly in the survey, but that also offered opportunities to improve. A pulse survey was rolled out during October 2022 to measure employee satisfaction.
HEALTH & WELLBEING	Health & wellbeing	To continue to support and encourage employees to proactively manage their health and wellbeing by offering mental health awareness training to all staff supplemented by specific 'lunch & learn' sessions throughout the year	Achieved	Achieved through a combination of in-person and lunch & learn sessions which included mental health awareness training and talks on mental health and sleep, the menopause and men's health.
SKILLS	Diversity & inclusivity	Following our National Equality Standard (NES) accreditation, further implement our ongoing diversity and inclusivity initiatives including 10,000 Black Interns, allyship awareness programme, and unconscious bias training for all employees	Achieved	Four young interns joined us as part of the 10,000 Black Interns programme, and undertook unconscious bias training for new starters. Created and employed five new apprentice opportunities within the Property Management Team.