

2023 SUSTAINABILITY TARGET MATRIX

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Strategic Priority: Designing & delivering buildings responsibly

Aspect	Metric	Target
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
		Achieve a minimum 4.5 star NABERS UK rating for new build projects and major refurbishments
		Achieve a minimum of BREEAM Excellent for all new build projects and major refurbishments
		Achieve a minimum of LEED Gold for all major new build projects
		Achieve a minimum of Home Quality Mark 4 stars on all new residential development
		Ensure the shell & core aspects of our schemes are WELL 'enabled' using the most up-to-date version
PROJECT SUSTAINABILITY PLAN	Implementation	All applicable projects to create and maintain a Project Sustainability Plan (PSP)
ENERGY & CARBON	Installed metering	All new build and major refurbishment projects: 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)
	Embodied carbon assessment	Commercial office new build targets: <ul style="list-style-type: none"> • Developments completing from 2025: $\leq 600 \text{ kgCO}_2\text{e/m}^2$ • Developments completing from 2030: $\leq 500 \text{ kgCO}_2\text{e/m}^2$
	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
	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
WASTE	% diversion from landfill	Divert at minimum 98% of total construction and demolition waste tonnage from landfill
MATERIALS	% of certified sustainable timber procured	100% of timber procured is to be from FSC or PEFC sources
BIODIVERSITY	Net gain	All new build and major refurbishment projects to achieve a net gain in biodiversity as measured through BREEAM

2023 SUSTAINABILITY TARGET MATRIX CONTINUED

Strategy Priority: Managing our assets responsibly

Aspect	Metric	Target
CLIMATE CHANGE	% reduction	Achieve a reduction in carbon intensity of 55% (tCO ₂ e/m ²) by 2027 in our like-for-like managed portfolio compared to our 2013 baseline
		Achieve a 4% reduction in energy consumption year-on-year until 2027. This is in line with our target to achieve a 43% energy intensity reduction from a 2019 baseline by 2030 across our managed portfolio
ENERGY & CARBON	Management	Procure 100% REGO backed electricity for our managed properties
	Management	Procure 100% RGGO backed gas tariffs for our managed properties
	Management	Update and maintain Net Zero Carbon Action Plans across all managed properties
	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
WASTE	% recycled	Ensure our managed portfolio achieves a minimum recycling rate of 75%
	% diversion from landfill	Send zero waste to landfill from properties for which Derwent London has waste management control
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
	Management	Maintain portfolio mains water consumption intensity in the like-for-like managed portfolio below 0.50 m ³ /m ² . Long-term target is 10% reduction by 2030 from a 2019 baseline (0.48 m ³ /m ²)
OCCUPIERS/SUPPLIERS	Measurement	Monitor the sustainability KPIs included within our property management engineering and services contracts
	Measurement	Ensure our contracted operational supply chain operatives in our managed portfolio are receiving the London Living Wage
	% engaged	Monitor and schedule occupier engagement such as Green Forums, regular occupier one-to-one meetings, or events
SUSTAINABLE TRAVEL	% in place	Ensure green travel plans are developed for 10% of the managed portfolio
BIODIVERSITY	% in place	Ensure a portfolio-wide Biodiversity Action Plan is developed

2023 SUSTAINABILITY TARGET MATRIX CONTINUED

Strategic Priority: Creating value in our community

Aspect	Metric	Target
COMMUNITY ENGAGEMENT	Community Fund delivery	Deliver the tenth year of the Derwent London Community Fund
COMMUNITY ENGAGEMENT & OCCUPIERS	No. of community groups / occupiers engaged	Increase occupier support of community groups in collaboration with the Customer Experience team
SCOTLAND	No. of community groups engaged	Continue to develop our Scotland community engagement programme throughout 2023

2023 SUSTAINABILITY TARGET MATRIX CONTINUED

Strategic Priority: Engaging with our employees

Aspect	Metric	Target
KNOWLEDGE	Knowledge dissemination	Deliver technical/knowledge sharing 'mini' presentations via the monthly town hall sessions
		Issue internal newsletters from Diversity, Equity & Inclusion Working Group and Responsibility Business Committee to increase awareness and feedback from the work these groups do
EMPLOYEE DEVELOPMENT	Engagement	Roll out our fifth company employee survey in October 2023 with the results being discussed and analysed by the Executive Committee
HEALTH & WELLBEING	Health & Wellbeing	Ensure employees are proactively managing their health and wellbeing via the sharing of high-quality information, awareness training, initiatives, lunch and learns and engagement opportunities
	Accessibility	Set up Health, Safety & Accessibility Working Group and carry out an internal self-audit working alongside the Business Disability Forum
DIVERSITY, EQUITY & INCLUSIVITY	Training	Implement our ongoing diversity and inclusivity initiatives including: inclusion training, Personal Development Plan training for Line Managers, and offer work experience and / or internship opportunities