GPE.
Greater together

Creating sustainable spaces

Sustainable development brief

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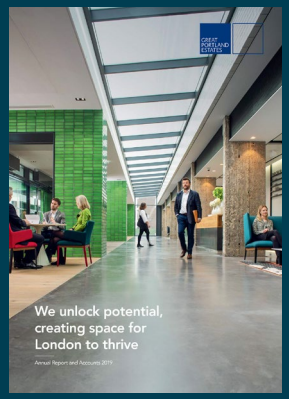
For more information on our long-term sustainability strategy, our performance and how we integrate sustainability across our business:

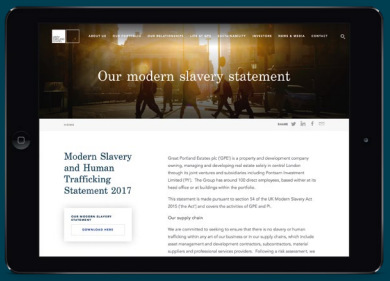
www.gpe.co.uk/sustainability



Annual Report 2019

Our long-term vision for sustainability

Community strategy



Modern Slavery Statement

Introduction

Andrew White
Development Director

With growing recognition that a green building is a healthier building, we place responsible, sustainable design at the heart of our business. This Sustainable Development Brief sets out how we ensure that sustainability is integrated throughout the design and construction process, meeting ever changing occupier requirements whilst respecting the needs of our local communities.

Our approach

Janine Cole
Head of Sustainability

Sustainability is an integral part of our business strategy. It is embedded within our property acquisition, development and management processes

Our long-term vision for sustainability is set out in **"Creating Sustainable Spaces, Our Long-Term Vision"** and communicates how we plan to create sustainable spaces, a sustainable footprint and sustainable relationships into the 2030s.

Our sustainability strategy is structured into three areas:

- Create sustainable spaces, integrating environmental, social and economic measures through all aspects of our development projects
- Manage sustainable spaces, working with our occupiers to reduce resource consumption without compromising on quality, considering the wellbeing of our occupiers and the community within which our buildings are located
- Create sustainable relationships with our investors, the local community, suppliers and our people.

The Strategy applies to all our projects and together with this Sustainable Development Brief, describes how we expect our project teams to approach sustainable design. Operational issues need to be considered from the outset to ensure that the building operates in accordance with design assumptions.

To provide a consistent approach to certifying sustainable buildings and to allow benchmarking across our portfolio, we expect developments to achieve a BREEAM rating of 'Excellent' on new build projects and 'Excellent' or "very good" as a minimum on refurbishments. For refurbishments below the value of £3 million, a SKA rating should be obtained looking to achieve a gold rating where possible, with a minimum target of silver.

Decisions must be appraised using a consistent approach and requires the input of all members of the design team to determine the best practicable option. Decisions must be documented to review why a solution was selected, and equally as importantly, why an approach was rejected.

Our approach

The Sustainable Development Brief will receive oversight from the Design Review Panel to ensure that sustainability is integrated throughout the design process. The following diagram outlines the process to be considered, and the required team input to inform the decision making process.

There are a number of specific performance measures and deliverables that should be presented by the project team.

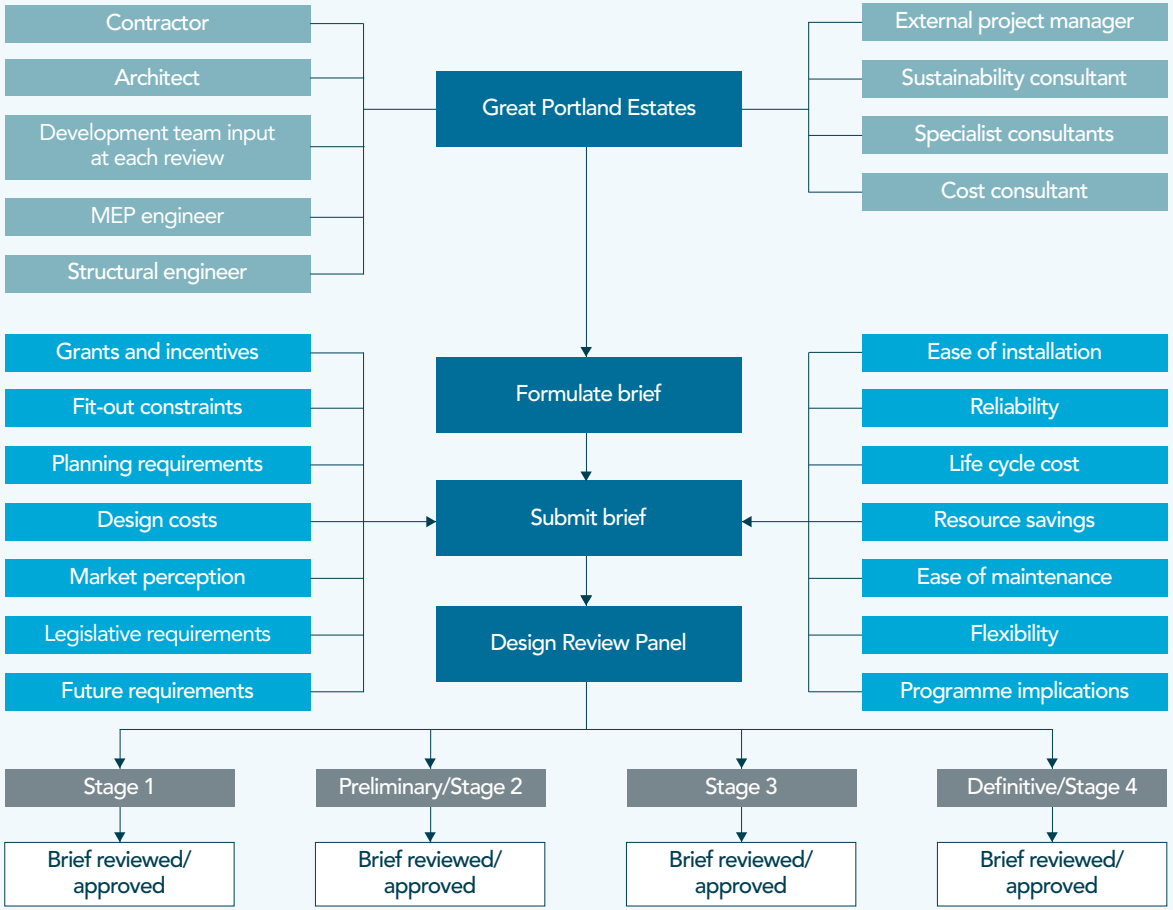
These relate to our corporate sustainability strategy and to industry best practice.

Consultants and contractors should ensure that the latest version of the Design Brief has been consulted and that its requirements have been worked into all stages of the development process.

Soft Landings will be adopted for all projects to ensure that operational and building management considerations are considered at all stages of the project to improve the performance of the proposed building once occupied.

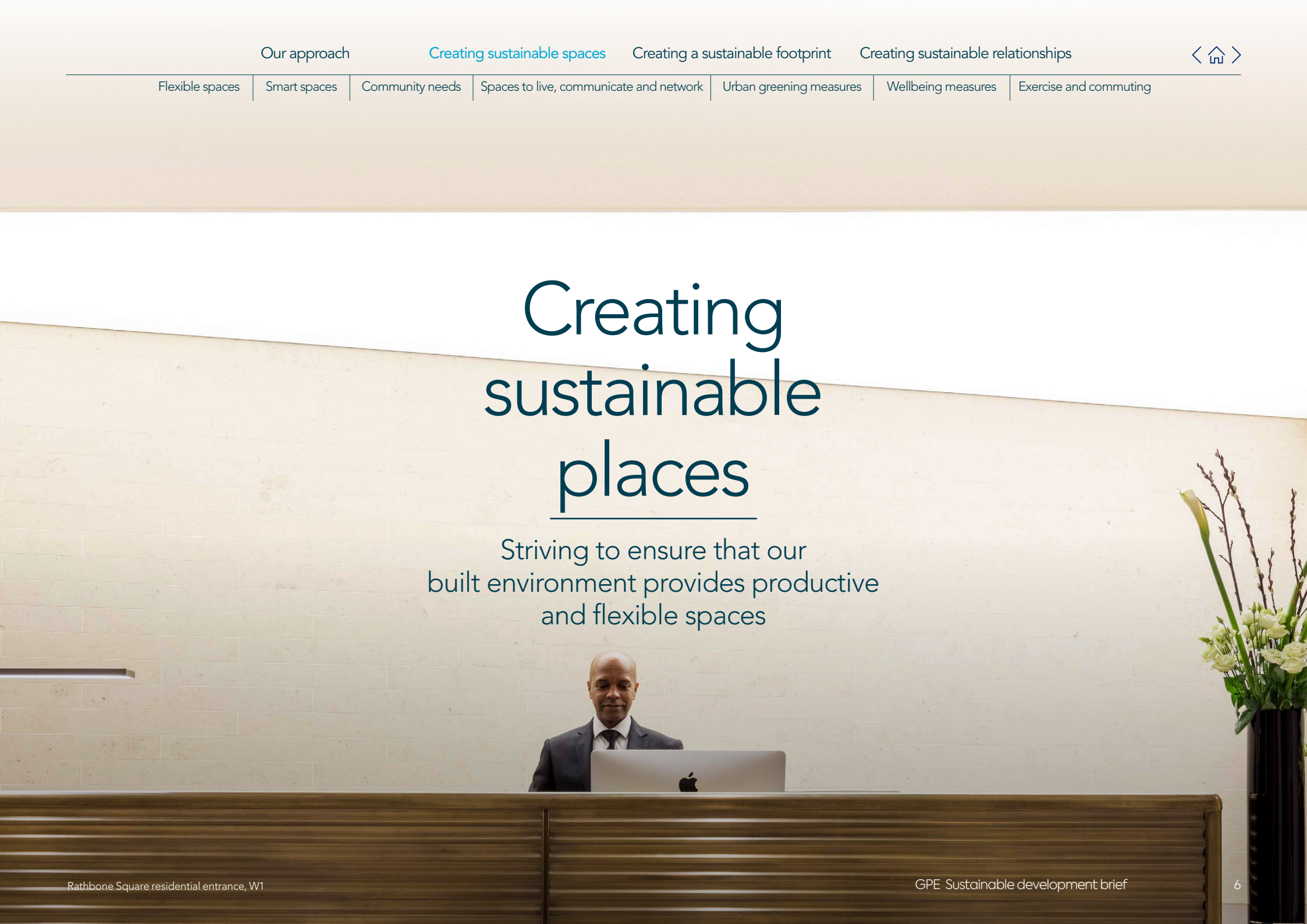
Consultants and contractors will also be required to set social value performance measures at design stage. Components of social value include the environmental, economic and social effects of a development on people. Maximising social value is vital for ensuring the longevity of a development.

Selecting the best practicable environment option



Creating sustainable places

Striving to ensure that our built environment provides productive and flexible spaces



Rathbone Square residential entrance, W1

Provide flexible spaces that work for all generations

A functional adaptability analysis should typically consider the structure, facade, services and building plant and should inform the following:

- Plant replacement strategy
- Structural adaptability
- Façade replacement
- Tenant adaptability guidance

As part of this analysis, we also require design teams to address issues relating to the circular economy, aiming to retain materials in use at their highest level for as long as possible, before considering reuse or recycling.

The circular economy should also be considered during a 'Designing out waste' workshop, seeking to select materials and designs that can be reused, adapted or disassembled with ease.

The new podium floor at 160 Old Street, EC1

Whilst we make a significant effort to reduce our contribution to climate change, our buildings should also be capable of withstanding the impacts of extreme weather events arising from climate change. Climate change must therefore be considered during the design phase to ensure resilience and reduce the risk of obsolescence. The potential effects on the building structure, systems, materials, health and safety of occupants, business continuity and the longevity of the building itself should be considered as part of a systematic risk assessment to enable a climate change adaptation strategy to be produced.

Deliverables:

Functional adaptability analysis

Designing out waste workshop

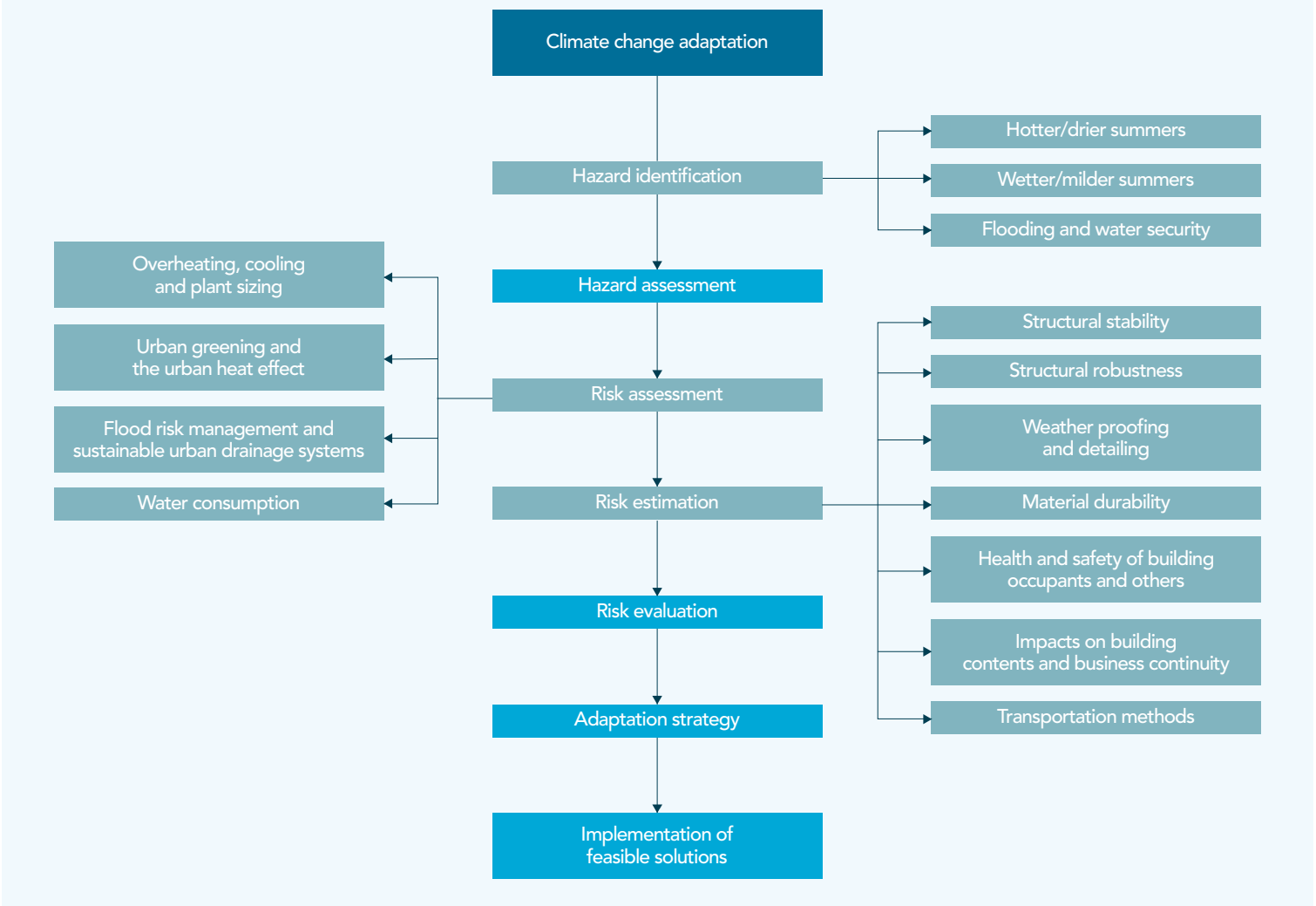
Climate change risk assessment

Climate change adaptation strategy

Provide flexible spaces that work for all generations

continued

Climate change adaptation



Provide smart spaces to allow occupiers the flexibility to occupy their workplace in diverse and productive ways

Reception at 160 Old Street, EC1

Our workplaces are constantly changing and our buildings should reflect this. Design teams should consider the broad range of users our buildings will attract, who will require a variety of environments in which to be productive. Factors such as age, digital mobility, activity based environments and agile working should all be considered. Our buildings should be capable of adapting to changes in IT infrastructure and integrating new technology.

The functional adaptability analysis should also consider how the building is capable of accommodating different working patterns. Issues such as thermal and lighting zoning, fresh air distribution, access and wayfinding and adaptability to tenant requirements should all be addressed.

Our Wellbeing Brief and Digital Brief are designed to provide more detailed guidance on how our requirements on wellbeing and technology should be integrated into the design process.

Deliverables:

- Functional adaptability analysis
- Demonstration that the specification complies with the GPE Digital Brief
- Demonstration of compliance with GPE Wellbeing Brief

Work with local community representatives to understand their aspirations to inform our proposals

Early, meaningful and inclusive engagement with the communities surrounding our developments can add value to projects in many ways. We encourage design teams to identify opportunities to create wider benefits for local people and businesses throughout the design and delivery stages and to consider how these initiatives can be continued once the property is occupied. This process should be recorded and documented as a Statement of Community Involvement.

This can be achieved through the identification of key local representatives, through a mixture of desk-based research and interviewing local people. We expect our project teams to proactively engage with the community in order to obtain an insight into the key social issues within the locality and to identify additional community needs.

As part of the consultation process, project teams should consider a number of communication methods e.g. public exhibitions, one-to-one meetings with local elected members, consultation workshops and surveys. Social value performance measures should be set at Stage 3 to identify economic, environmental and social indicators for the project.

CGI of Hanover Square, W1

Deliverables:

Statement of Community Involvement

Social value measures

Provide spaces and opportunities for occupiers to live, communicate and network

We believe our developments should play an active and positive role in building strong communities in and around them. Our project teams must consider how to create the spaces that our occupiers need and want and in which the local community wish to linger. Our teams must understand the changing nature of the workplace and recognise the need to be flexible and adaptable in the places that we deliver. Design features must be incorporated to ensure that our occupiers feel safe and secure.

Social performance measures should be set early in the design process and agreed at Stage 3. We will monitor the success of these measures regularly throughout the design, delivery and operational phase of our developments. This analysis will help build local knowledge to allow a greater focus on community needs as our developments are occupied and also inform future developments in the locality.

Central garden, Rathbone Square, W1

Deliverables:

Social performance measures agreed at Stage 3

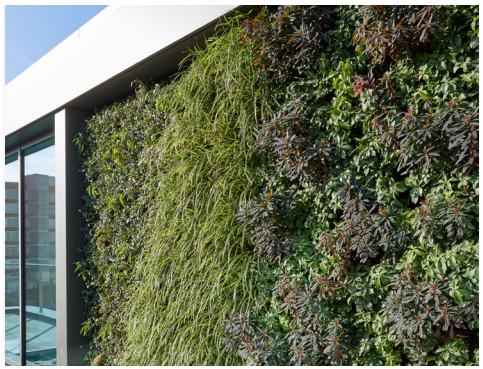
Ongoing monitoring of performance against measures on a monthly basis – whilst on site

Close out report on social value of development

Work with local authorities, the community and our neighbours to contribute to urban greening measures

The benefits of urban greening are numerous, and include open space provision, biodiversity conservation and enhancement, flood management, urban heat island mitigation, and health and wellbeing.

We therefore require all of our developments to contribute to urban greening, and increase ecological value once completed. Appropriate solutions should be identified, reflecting site conditions and local needs, referring to local and national biodiversity action plans to provide environments for priority species and habitats that are the most threatened and are requiring conservation action.



Green wall at 30 Broadwick Street, W1

Ensuring green infrastructure is well connected is vital to support wildlife. Our proposals should therefore represent part of a wider response to encourage native species back into our cities.

We encourage the introduction of planting to our projects, ensuring that it is appropriate to its setting and can tolerate the conditions it is likely to encounter. Consideration should be given to the inclusion of drought tolerant species to ensure planting is resilient to the effects of climate change. We prefer to see the use of native UK plant species where they can achieve these requirements, but as a minimum, all species must have a known benefit to wildlife. Where possible rainwater harvesting measures should be used for the upkeep of urban greening measures.

Whilst this section primarily deals with biodiversity, design teams should also consult the Wellbeing Brief and the climate change adaptation strategy before finalising proposals for urban greening, to ensure maximum benefits are achieved.

Deliverables:

Biodiversity action plan, to incorporate measures during the design construction and operational phases

Work with local authorities, the community and our neighbours to contribute to urban greening measures

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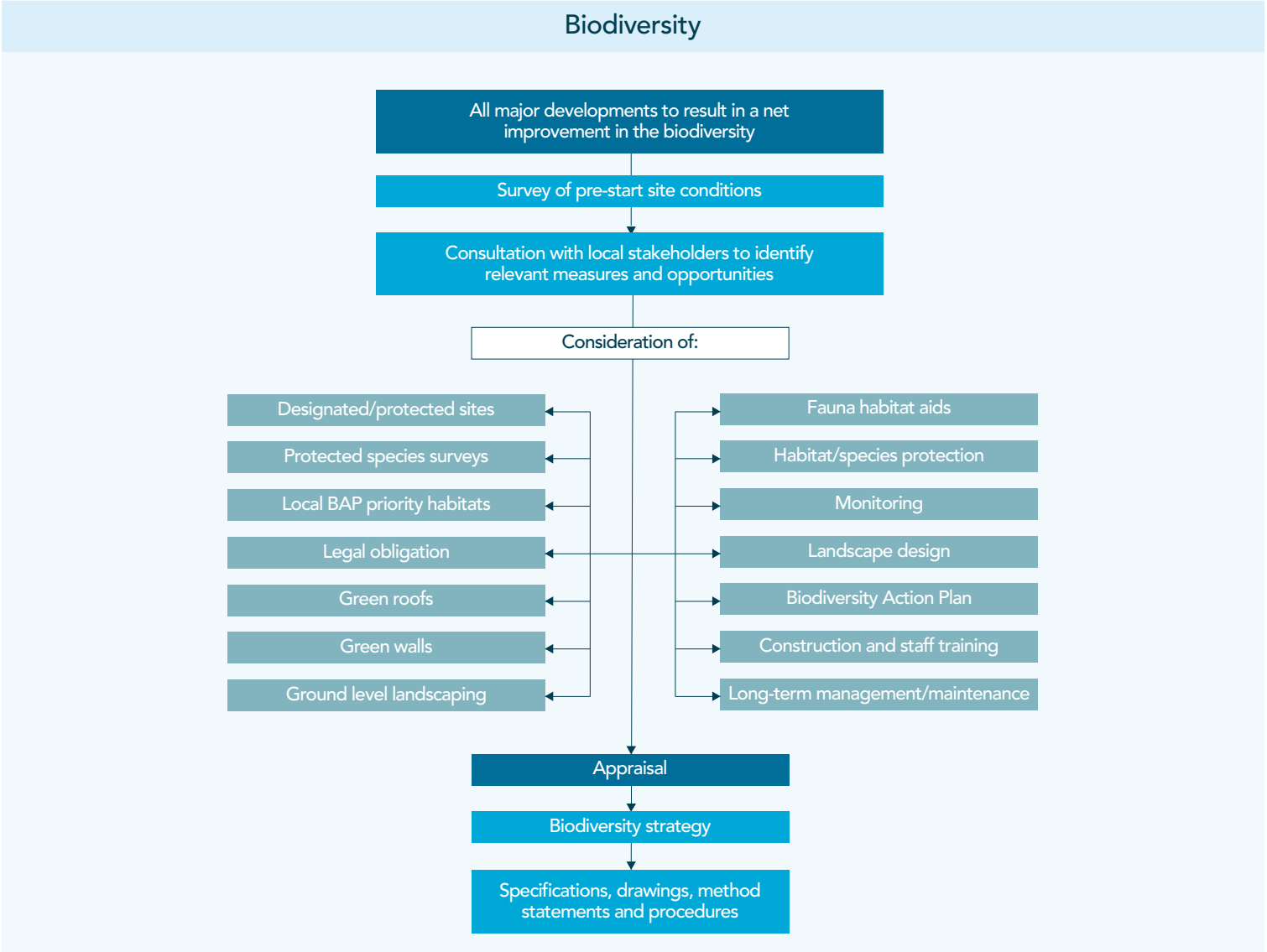


Continue to develop our core wellbeing measures for refurbishments and developments in line with changes to best practice

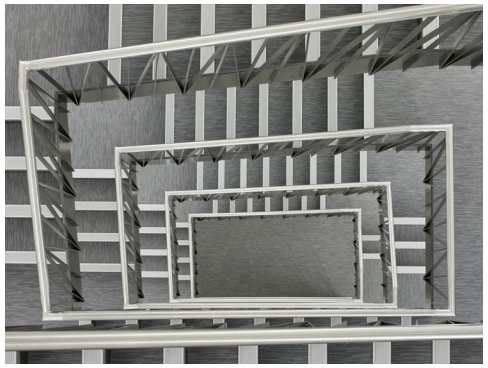
All our developments will adopt an integrated and inclusive approach to ensure that relevant and applicable health and wellbeing aspects are considered during the design process.

For all projects, we require design teams to integrate measures to improve health and wellbeing in the base build design.

Measures may include:

- Outside air supply rates based on maximum occupant density
- CO_2 sensors to control outside air supply rates
- Water quality standards
- Views out, access to daylight and glare control
- Lighting design to provide appropriate lighting levels and occupant control
- Noise levels appropriate to the space usage
- Thermal comfort for building occupants
- Encouraging occupants to participate in physical activity, such as using stairs instead of lifts where possible
- Encouraging occupants to adopt active commuting
- Monitoring of metrics relating to occupant health and wellbeing, including indoor air quality, water quality and lighting levels
- Post occupancy evaluation to gauge the degree of occupant satisfaction regarding the building and operational environment, including factors relating to health and wellbeing

Where appropriate, we will encourage design teams to obtain certification of projects on a case-by-case basis. For more information, design teams should consult the Wellbeing Brief.



Staircase at 30 Broadwick Street, W1

Deliverables:

Demonstration of compliance with Wellbeing Brief

Pre-assessment for wellbeing certification if appropriate

Baseline air and water quality testing

Post occupancy evaluation 12 months after property occupied

Maximise the provision of building facilities for daily exercise and low-carbon commuting

Our buildings should be designed to promote exercise and low carbon commuting. This will lead to improvements in occupant health and wellbeing, as well as wider benefits through a better public realm and improved air quality.

Frameworks such as the Mayor of London's Healthy Streets approach should be employed where appropriate to ensure the spaces around our buildings encourage physical activity and social interaction.

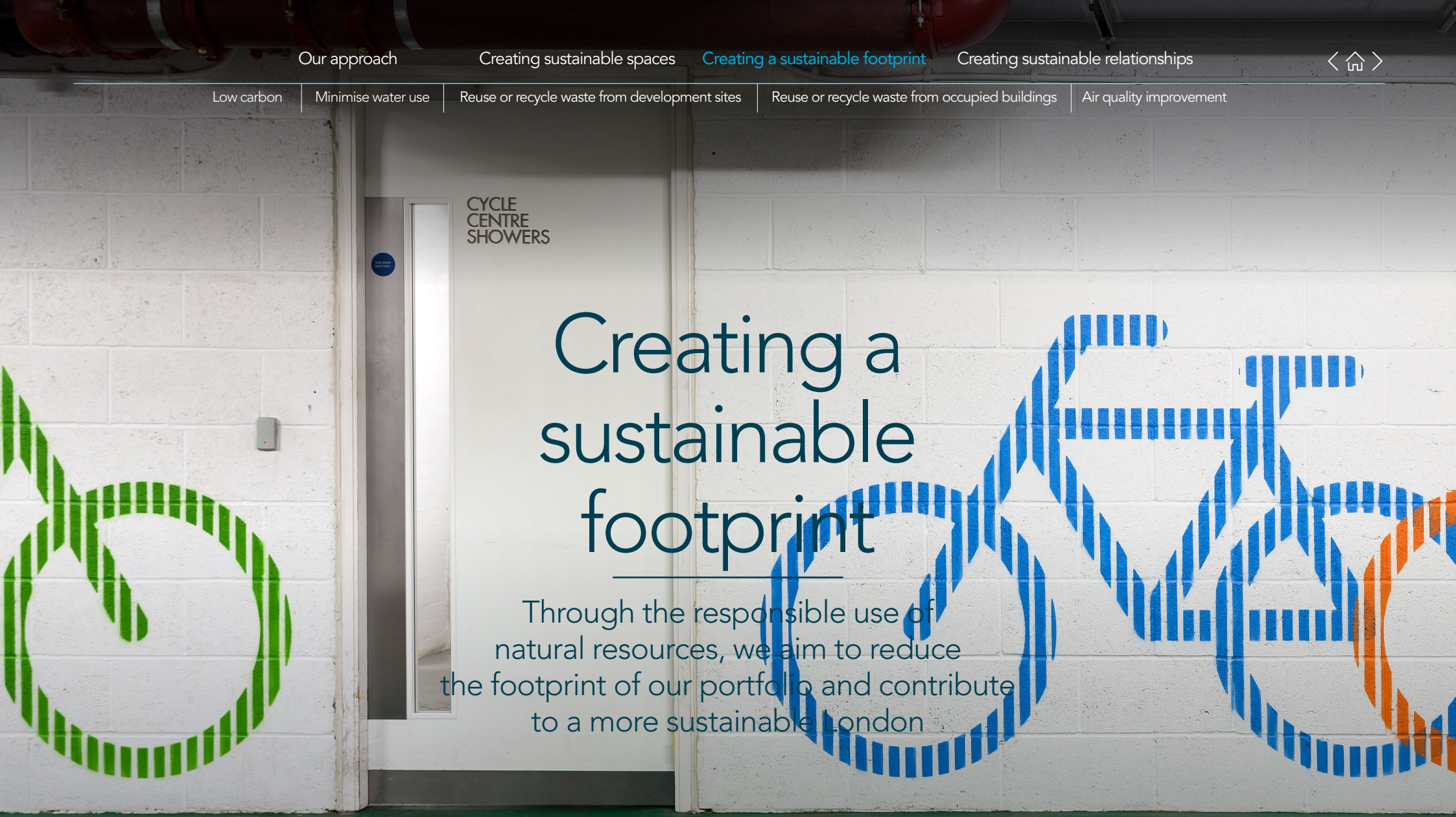
Our buildings should provide sufficient cycle parking spaces, showers and changing facilities to encourage physical activity, both through commuting and as part of a healthy work/life balance.

These aspects should be reflected both in the transport strategy for the project and the specification for showers and changing facilities.

Deliverables:

- Demonstration of compliance with GPE Wellbeing Brief
- Review against appropriate health and wellbeing standards
- Transport strategy

Changing rooms and locker facilities, Elsley House, W1



Creating a sustainable footprint

Through the responsible use of natural resources, we aim to reduce the footprint of our portfolio and contribute to a more sustainable London

The cycle store at City Tower, EC2

Design our projects to be as low carbon as practicable, aiming for zero carbon buildings

Maximising the energy efficiency of the building envelope

Our priority is always to reduce energy demand in the first instance through appropriate massing, orientation and fabric design, before focusing on building systems efficiency and low and zero carbon technologies.

Factors which should be investigated to maximise the efficiency of the building envelope may include the following:

- Massing and orientation
- Optimising natural daylight
- Optimising solar gain
- Limiting overshadowing
- Optimising insulation
- Minimising cold bridging
- Optimising air tightness
- Optimising thermal mass
- Using appropriate coloured materials
- Incorporating green roofs and green walls
- Maximising natural ventilation potential

Principal covered walkway from Rathbone Place, W1 to Rathbone Square, W1

Residential development should aim to achieve 10% CO_2 savings, and non-residential development should aim to achieve 15% CO_2 savings through 'be lean' energy efficiency measures, as defined by the GLA London Plan Energy Hierarchy (page 18).

Residential development should aim to achieve CO_2 savings of

10%

Non-residential development should aim to achieve CO_2 savings of

15%

Deliverables:

Energy strategy to include:

- Estimated EPC rating
- Targeted % improvement over baseline Building Regulations requirements
- Renewable and low carbon technologies strategy
- Operational energy modelling

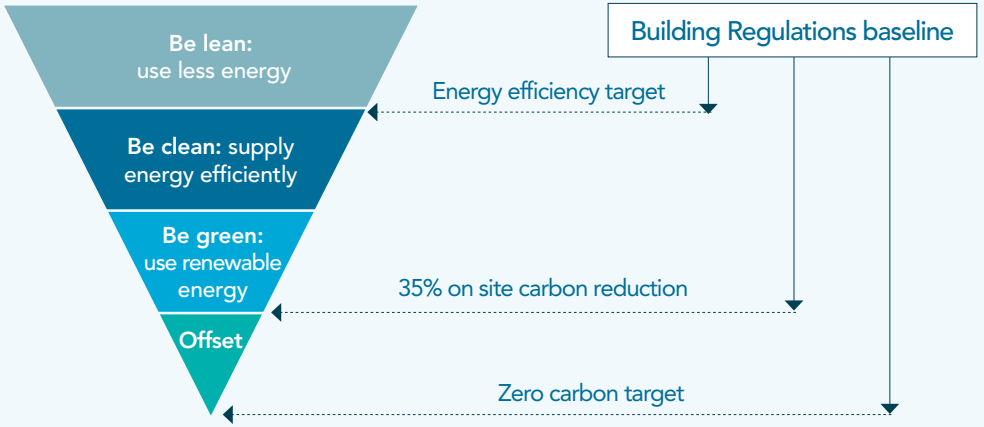
Providing low carbon energy generation solutions using the most appropriate mix of renewable or low carbon energy technologies and local energy generation solutions

We aim to design zero carbon buildings. Every project will provide distinct opportunities for emissions reduction and we expect design teams to explore these fully, providing innovative solutions that go beyond industry standard approaches. These solutions should work in harmony with building fabric energy efficiency measures to provide a holistic energy strategy for the building, echoing the approach prescribed by the Mayor of London.

Our buildings should therefore deliver cost effective means of reducing energy consumption. The integration of low and zero carbon technologies must be considered, however it should be demonstrated that they are the most appropriate technology for the development concerned. Design teams should also review the potential to connect to local district heat or energy networks or establish new networks. Impact on local air quality should be considered as part of this process.

We aim to design zero carbon buildings, with a minimum 35% improvement in CO_2 emissions through onsite means alone. The following approach illustrates how we expect design teams to formulate their energy strategies

Energy hierarchy



Deliverables:

Energy strategy to include:

- Estimated EPC rating
- Targeted improvement over Building Regulations
- Renewable and low carbon technologies strategy
- Operational energy modelling
- Offsetting strategy/ allowable solution
- Consideration of connection to local heat networks

Ensuring our buildings are low carbon in operation as well as in design by aiming to accurately predict operational energy consumption

Our buildings should be designed to minimise carbon savings in operation. Whilst we will make every effort to reduce the calculated energy consumption of our buildings during the design process, we acknowledge that these figures may not accurately reflect operational energy consumption, due to factors such as occupancy, weather scenarios and management of building services, as well as limitations of the compliance methodology.

We therefore undertake additional energy analysis for our buildings during the design stage to more accurately predict operational energy usage.

The operational energy analysis should use realistic figures for:

- Building occupancy hours (including any out of hours operation)
- System operating hours
- Internal heat gains from lighting, equipment and occupants
- Temperature set points
- Management factors

Design teams should also aim to provide an accurate model of the building systems, beyond that defined by Part L. The analysis should include a sensitivity study to ascertain the potential range of operational energy results due to factors such as climate or the inherent variability in the items listed above.

Our design teams should participate in a design workshop as part of the Soft Landings process focusing on reducing operational energy consumption. This workshop should not only consider measures taken to reduce energy consumption at the design stage, as defined by the Energy Hierarchy (page 18), but also how the development will aim to reduce metered energy consumption in operation.

Upon completion and once occupied a post occupancy evaluation will be undertaken to review energy performance when the building is in use.

Deliverables:

Energy Strategy

Renewable and Low Carbon Technologies strategy

Operational Energy modelling to include TM54

Output from Energy design workshop

Post occupancy evaluation 12 months after property occupied

Ensuring our buildings are low carbon in operation as well as in design by aiming to accurately predict operational energy consumption

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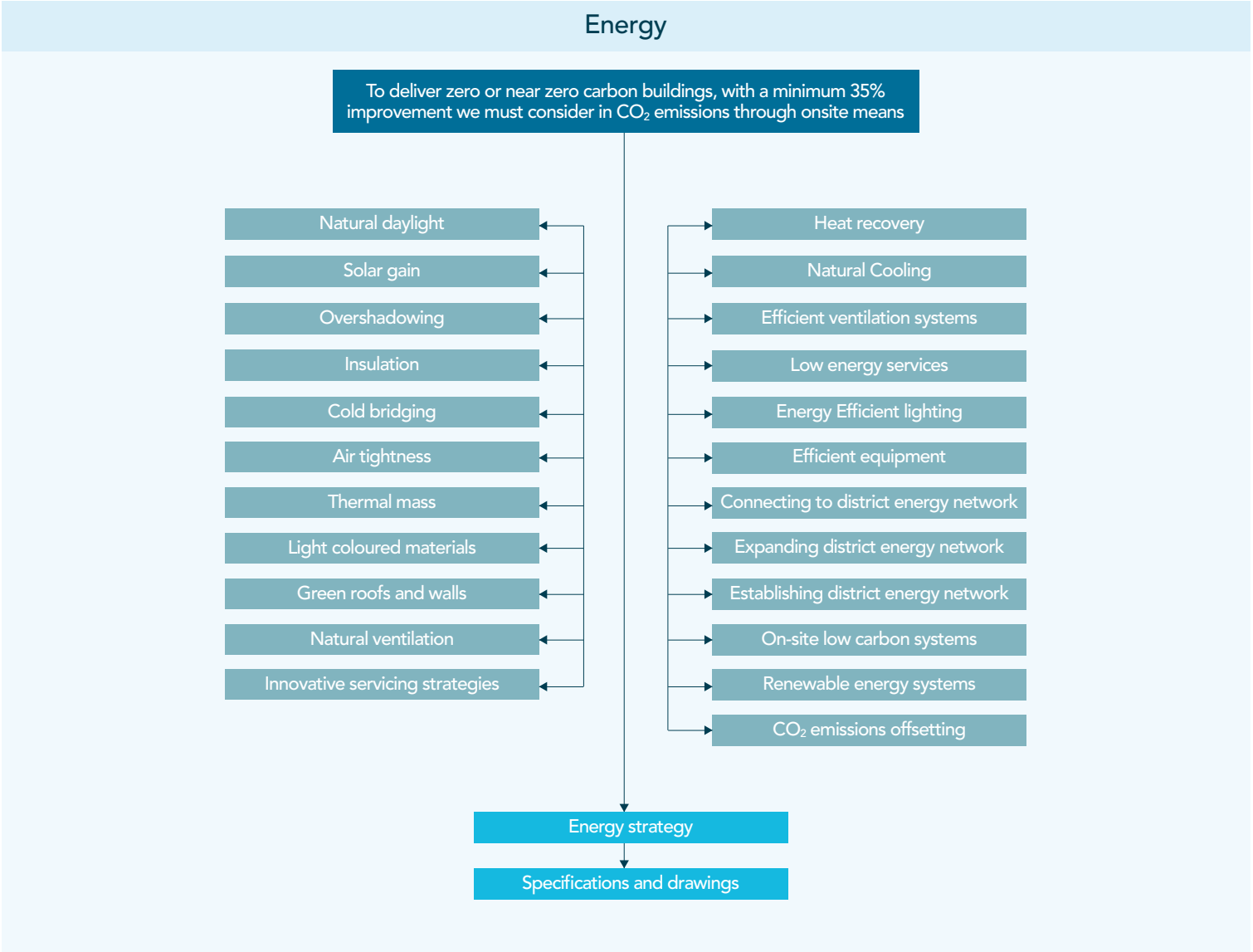


Seeking to reduce through design and construction the embodied carbon for all projects

The energy and carbon dioxide embodied within construction materials make up a significant proportion of the total greenhouse gas emissions associated with a building. Embodied carbon dioxide accounts for the energy associated with material extraction, processing, transportation and demolition of construction materials.

Local sourcing of materials should be considered wherever possible. This reduces carbon dioxide emissions from transportation of materials as well as generating more local revenue, which assists in maintaining employment in local businesses.

We expect a full lifecycle assessment to be conducted on the superstructure, substructure and hard landscaping to reduce the impact the consumption of construction products has on the environment. Standardised industry assessment methods for embodied carbon such as IMPACT or the RICS methodology should be employed to review this at RIBA Stages 2 and 4.

Our developments should always consider the following measures:

- Targeting high recycled steel content
- Targeting high recycled aluminium content
- Utilising ground granulated blast furnace slag as a cement substitute
- Sourcing concrete as locally as possible
- Utilising reusable or recyclable formwork
- Utilising recycled content in raised access flooring and acoustic ceiling panels
- Using natural insulation products
- Targeting a high recycled content when specifying:
  - Mechanical, electrical and public health items
  - Vertical transportation systems
  - Plasterboard partitions and studwork

Deliverables:

Embodied carbon analysis following RICS or IMPACT method

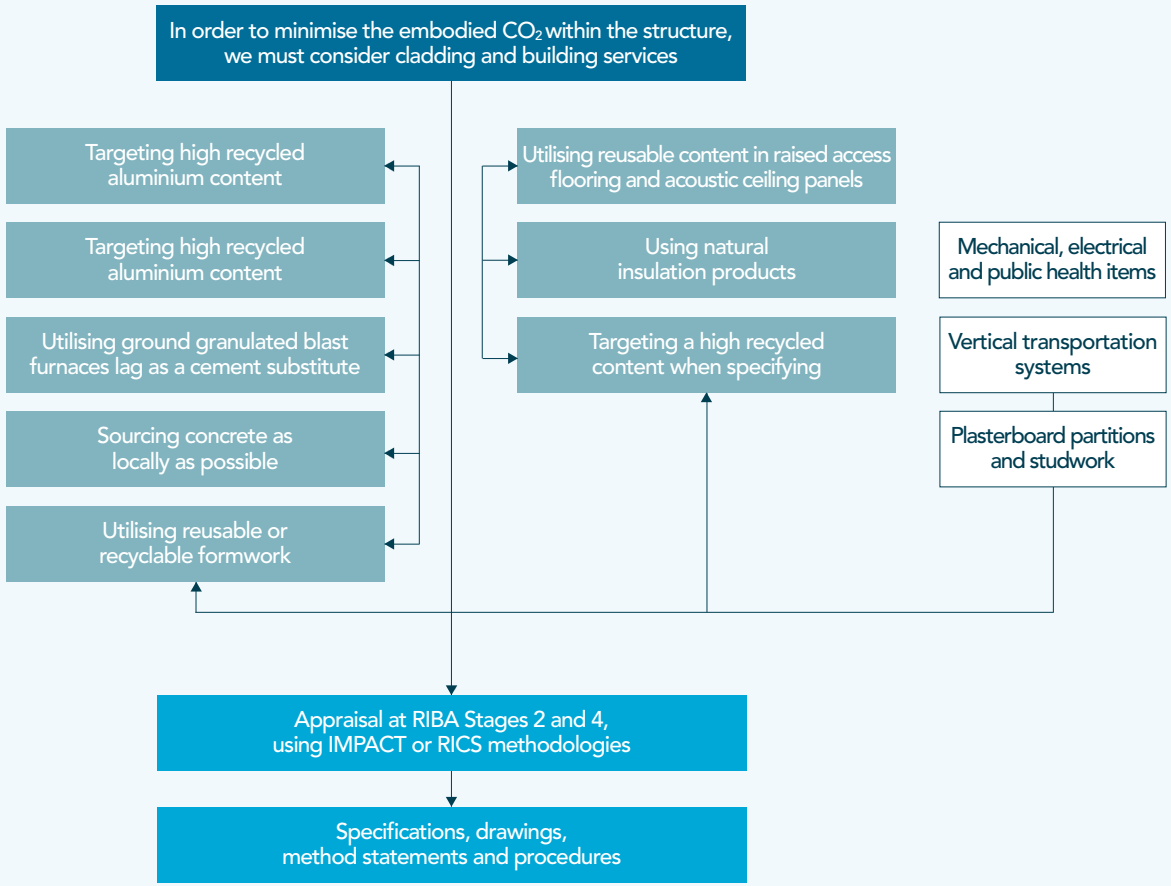
Lifecycle assessment for superstructure, substructure and hard landscaping

Designing Out Waste workshop

Seeking to reduce through design and construction the embodied carbon for all projects

continued

Embodied Carbon



Minimise water use through water saving measures and water harvesting

A growing population and more sporadic rainfall has increased pressure on water supplies. As a result, we require our projects to determine the most efficient means of using water. Design of kitchens and washrooms should be considered in addition to building services solutions. The cooling strategy often uses more water than washroom facilities.

Whilst we encourage the implementation of rain water and grey water recycling at our properties, particularly where looking to maintain urban greening measures, we acknowledge the additional impacts of these systems in terms of materials, energy and maintenance cost for additional tanks, pumps, pipework and treatment; these factors should be considered when reviewing the viability of water recycling options.

Design teams should also aim to minimise the amount of potable water to be used for irrigation, through the specification of drought resistant planting and species with reduced irrigation requirements.

We will also strive to reduce surface water run-off rates for all developments, through the use of sustainable urban drainage systems, such as attenuation devices at ground level and blue roofs, which attenuate rainfall run-off at roof level. Blue roofs also have the potential to provide rainwater storage for irrigation and may help to mitigate building cooling loads during periods of hot weather.

External terrace at 30 Broadwick Street, W1

Deliverables:

- Water efficiency calculations associated with building services strategy
- Cooling strategy
- Strategy for dealing with surface run off

Aim for 100% of waste from our development sites to be reused or recycled

Our ultimate aim is for 100% of waste from our development sites to be reused or recycled. Recognising that this is an aspiration and requires industry wide engagement, we have set a minimum target of 95% of excavation, demolition and construction waste to be diverted from landfill.

We expect our designers, specifiers, contractors and suppliers to work in collaboration to ensure the supply chain minimises the amount of waste produced during construction as far as practicable, aiming for 100% of waste to be reused or recycled following circular economy principles. For each development, a 'Designing Out Waste' workshop should be conducted to incorporate circular economy principles from the outset.

The use of supplier take back schemes and introduction of reusable packaging and delivery systems are strongly encouraged. Through careful programming we expect our construction teams to minimise the time materials are on site before installation to reduce the risk of damage or spoiling.

Our developments should therefore aim to generate as a maximum 7.5m³ (or 6.5 tonnes) of construction waste (excluding demolition and excavation wastes) per 100m² of GIA. Evaluation of performance should be though a fully auditable resource management plan or site waste management plan clearly identifying the breakdown of waste streams (excluding demolition and excavation waste).

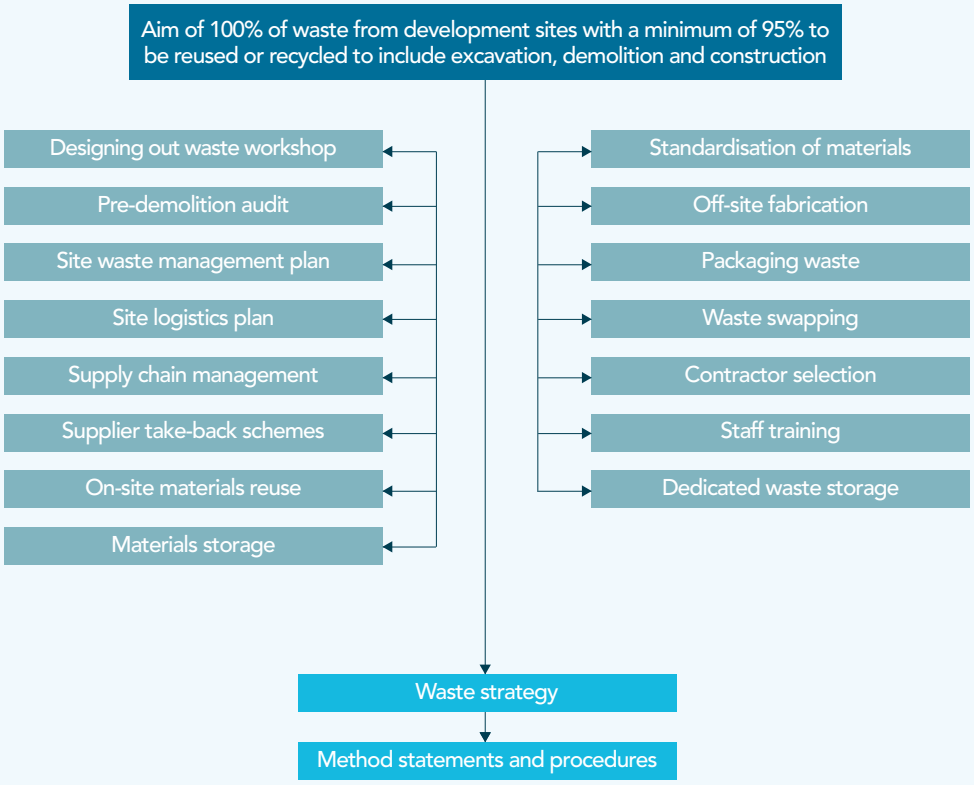
The demolition phase at Rathbone Square, W1

Deliverables:

- Outcomes from Designing Out Waste workshop
- Pre-demolition waste audit
- Resource management plan/site waste management plan
- Target for waste generated per 100m² of GIA
- Monthly waste monitoring statistics

Aim for 100% of waste from our development sites to be reused or recycled

Waste management



Aim for 100% of waste from our occupied buildings to be reused or recycled

We also expect our buildings to provide excellent facilities for the management of operational waste once the building is in use, aiming for 100% of operational waste to be reused or recycled. Over the design life of a building, it may produce 3–4 times more operational waste than construction waste, based on current benchmarks. Our designers should therefore ensure that good provision for storage and segregation of waste, and the means of transporting waste around the building have been considered.

Bin store at Wells and More, W1

Through our building management operations we will engage with our occupiers and waste contractors to reduce the amount of waste produced on site and ensure that the waste generated is managed in accordance with the waste hierarchy.

The design team should demonstrate that the waste management space and facilities provided are adequate, given the predicted occupation, waste typologies and volumes that will be generated in operation.

Deliverables:

Operational waste strategy

Contribute to local air quality improvement measures

Supporting electric vehicle use

In order to provide a meaningful contribution to improving London's air quality and the city's transport system becoming zero emissions by 2050, we will aim for 100% of all car parking spaces within our developments to support electric vehicle use. This will be implemented through both active and passive provision of electric vehicle charging infrastructure, with at least 20% of car parking spaces having active charging facilities.

Implementing measures to minimise deliveries and collections from our buildings

Traffic movements to and from our buildings have a significant effect on local air quality. It is therefore essential that we consider the servicing strategy for our building at an early design stage to minimise the impact of the construction process and operation of the building on local air quality.

Consolidation of deliveries or the use of off-site consolidation centres can help to:

- Reduce the number of supplier visits for services such as stationery, parcel deliveries
- Reduce waste collections for building and occupier waste
- Consideration should also be given to new and emerging technology in delivery management for both the construction and operational phases of our buildings.

Through increased consolidation of deliveries, building post rooms will become more intensively utilised, and this should be accounted for in their floor area allocation and positioning. Significant consideration should therefore be given to the delivery journey through the building to the recipient, aiming to ensure the most efficient servicing route possible.

Where possible, strategies to reduce the impact of our construction activities on air quality should be agreed with the Principal Contractor and incorporated into their contract.

Deliverables:

Servicing Strategy and air quality improvement plan to consider:

Opportunities for consolidation of deliveries

Waste segregation facilities for occupier waste

How technology can reduce deliveries during construction and operation

Creating sustainable relationships

To ensure the long-term success of our business through the creation of sustainable relationships with our occupiers, supply chain, employees, local government and surrounding communities

Rathbone Square central garden, W1

Understand local community needs and incorporate them into our activities

Identifying and nurturing the relationships that exist between the operators of our buildings and the local community is important in determining the opportunities a new project could bring, such as through volunteering or contributing to local charities. All new development projects will identify existing operational assets in the local area and engage with management teams to determine the pre-existing relationships and to identify ways in which the new scheme can contribute to the locality.

Efforts should be made to understand local priorities and related strategies through engagement with the local authority.

Soho streets, W1

Every effort should be made to maximise the social value of the project and completed building.

We aim to be intrinsically involved with the communities in which our developments are built and operated, and encourage our project teams and employees to become directly involved through dedicating time to volunteering for local community causes.

Deliverables:

- Local authority policy on social value established
- Community stakeholders identified
- Social value measures identified
- Reporting against social value measures on a monthly basis

Promote the property and construction industry through engagement with local schools

Drawing completed at our Rathbone Square family day, W1

The process of designing and delivering developments can positively contribute to raising the aspirations of local children and young people. There is a critical skills shortage within the construction industry, by engaging with young people and promoting the options open to them, we can seek to reduce this shortage in the future. Developing relationships with local education providers can also help us deliver our ambitions for local employment and integrate us into the local community.

We encourage our project teams to look at where we can add value through established schemes such as Considerate Constructors but also through more proactive engagement, such as through hoarding designs, site visits and talks at schools.

We will seek to develop long-term engagement activities with local education providers so as to promote the property and construction industry in a manner that resonates with young people from primary education right through to college and university.

Deliverables:

- Local educational establishments identified
- Educational engagement planned
- Registration with Considerate constructors scheme completed
- Reporting against social value measures on a monthly basis

Work with industry bodies and our supply chain to maximise apprenticeship and work placement opportunities at our developments and managed buildings

Fitting out apartments at Rathbone Square, W1

As developers and managers of our buildings we must use our influence to positively impact on local people by providing opportunities for apprenticeships and work placements at our properties.

We encourage our project teams, including consultants and contractors, to offer apprenticeships, work experience and work placements at our developments, and use social value as a key consideration in the procurement process.

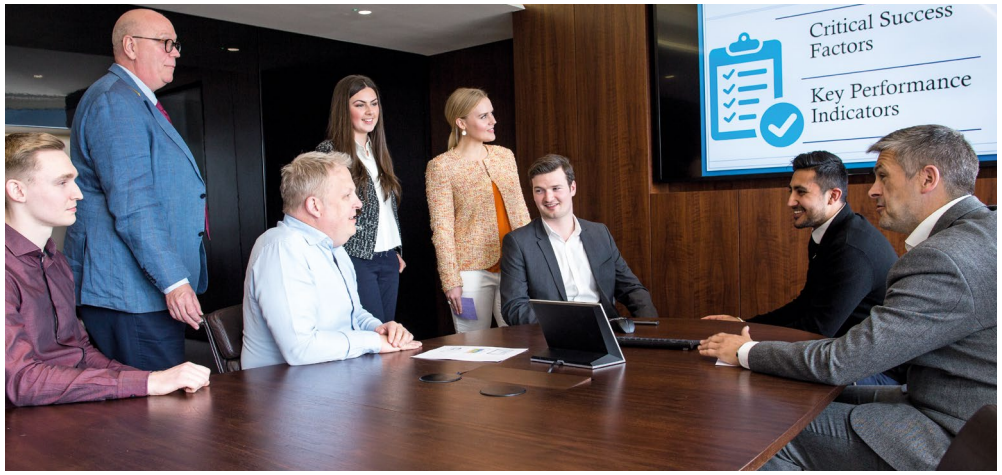
To fulfil this strategy, working with our supply chain, each project will identify the targeted apprenticeships and work placements to be provided. This will be reported monthly by the contractor to ensure the target is met.

We will work at an organisational level to identify long-term apprenticeship and placement opportunities that allow individuals to work across different projects or functions of the business.

Deliverables:

- Apprentice opportunities within consultant team reviewed
- Apprentice target agreed for construction phase
- Work placements agreed
- Monitoring of performance against agreed measures reported monthly

Work with colleges and universities to develop the knowledge and skills of the future workforce



Westminster students meet our project team

The property and construction industry must work to increase diversity and address the skills gap.

Our developments involve a wide range of consultants with a wealth of skills and knowledge that can directly benefit local institutions.

We encourage our teams to engage directly with local universities to provide opportunities for students to engage with our projects to gain a variety of practical experiences within the property and construction industry.

Deliverables:

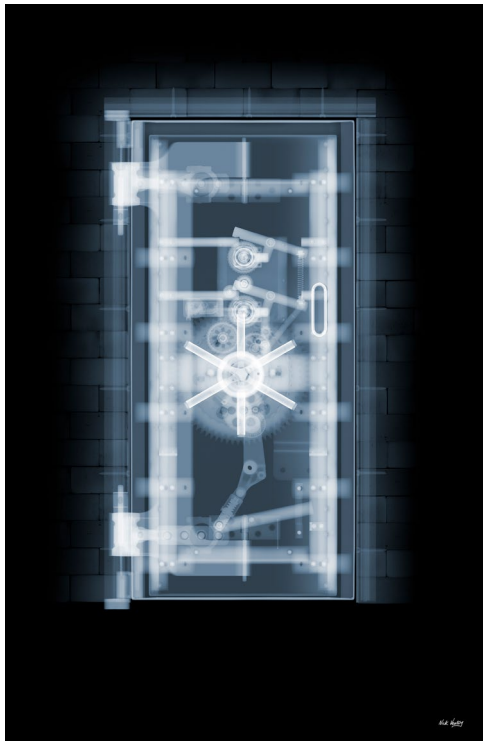
Social value measures identified

Monitoring of performance against agreed measures reported monthly

Help the existing workforce to adapt to new ways of working

The world of workplace has gone through a period of change in the last decade, significant advances in the world of technology, more open plan offices, increases in self-employment and the rise of flexible workplaces have all provided a variety of settings in order to carry out their day to day activities, from desks, formal and informal meetings, seminars, impromptu discussion and spaces to concentrate. When designing our spaces it is vital that we consider a variety of settings to allow our occupiers freedom to choose the most appropriate workplace for their staff.

The provision of services and amenities which assist in both the physical and mental wellbeing of staff should be considered in our developments.
The Services and Amenity Guide should be considered by the project team to understand shortfalls in amenity in the local area and whether these can be provided within the building.



Art at 54 Jermyn Street, SW1

Deliverables:

Review of Service and Amenity Brief

Work with our contractors to eradicate modern slavery from the supply chain

We seek to ensure that there is no slavery or human trafficking within any part of our business or in our supply chains. We support the Gangmasters and Labour Abuse Authority's Construction Protocol which aims to eradicate slavery and labour exploitation in the building industry and encourage our contractors to consider the use of the BRE Ethical Labour Sourcing Standard. Our Supplier Code of Conduct provides more detail on the standards that we require of our suppliers. In order to minimise the risk of modern slavery in our business and supply chain. On new build and refurbishment projects over £5m Labour Practice Audits will be undertaken with our main contractor covering both main contractor and subcontractor workers on site.

Striving to ensure that:

1. Employment is freely chosen, with no forced or bonded labour
2. Freedom of association and the right to collective bargaining are respected
3. Working conditions are safe and hygienic, in line with relevant health and safety legislation
4. No child labour is employed
5. Locally appropriate living wages are paid without delay
6. Working hours are not excessive, and required rest days are provided
7. No discrimination is present in hiring, compensation, access to training, promotion, termination or retirement processes
8. No zero-hours contracts in place

A materials procurement risk assessment should be undertaken for all projects at design stage to identify risk within our supply chain. The risk assessment will consist of an initial screening of all construction materials to establish a risk priority according to quantity and source. We require all new build and major refurbishment projects to register for and achieve FCS project certification. We will encourage manufacturers to engage with BES 6001 The Framework Standard for Responsible Sourcing and BES 6002 The Ethical Labour Sourcing Standard, produced by the BRE which promote the responsible sourcing of both labour and materials. Our supply chains should source products with a traceable chain of custody to ensure ethical risks have been minimised.

Our annual progress on monitoring and performance against these objectives is provided in our Modern Slavery and Human Trafficking Statement.

Deliverables:

- Labour Practice audit
- Materials procurement risk assessment
- FSC project certification registration
- FSC project certification confirmed on completion

Engagement with our contractors to bring about positive local outcomes in the construction process

It is important to work closely with contractors when addressing the economic effects of a development on the local community. We will work with the contractors on approaches to address them through:

- Generating local employment in the supply chain;
- Creating relationships with local suppliers to promote local sourcing and procurement;
- Supporting small and medium-sized enterprises in the procurement process;
- Promoting initiatives in the local community that promote health and wellbeing; and
- Ensuring fair pay by monitoring the proportion earning the London Living Wage / Real Living Wage against the National Living Wage.

All contractors will be required to target and report against these economic metrics.

Deliverables:

London Living Wage review undertaken

Social value measures agreed for project

Monthly monitoring of performance against social value measures

The construction team at Rathbone Square, W1

Engage regularly with occupiers, local businesses and communities to establish the success of the development in maximising social value

Where appropriate to the development once completed a range of regular ongoing interviews will be conducted with a variety of stakeholders to ensure that the approaches designed to address social issues in the locality continue to be implemented and that local stakeholders are benefiting from the changes. Regular engagement with occupiers also ensures that the development is still being operated in the way that it was initially designed which delivers sustainable social value.

Conducting annual interviews with occupants establishes the success of the development and captures a critical component of social value; the perception of those people who are using the end product. The feedback from this study will be provided to the wider team. Maintaining these relationships helps us to monitor changes generated by a development and gain an understanding of any improvements that should be considered for future developments

Deliverables:

Post occupancy evaluation 12 months after property occupied

Social value study

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