



## 2007 Objectives and Targets

	Target	Achievement	Commentary
<b>1.</b>	<b>Corporate</b>		
1.1.1	To include energy consumption data on the Company website	100%	Achieved
1.1.2	To provide a link to the Company's Carbon Data Project disclosure on the Carbon Data Project website	100%	Achieved
1.2.1	To set up an internal CR database	100%	Achieved
<b>2.</b>	<b>Investors</b>		
2.1.1	To meet with investors who hold in aggregate more than 40% of the Company's issued share capital.	100%	During the year to 31 March 2008 Directors have met with shareholders holding an aggregate of 52% of the Company's issued share capital
2.1.2	To consider CR feedback provided by the investors.	100%	Achieved
<b>3.</b>	<b>Employees</b>		
3.1.1	To provide an average of at least one day's training a year per employee	100%	Achieved
3.2.1	To support at least two employee led charity activities	100%	Achieved
<b>4.</b>	<b>Environmental</b>		
4.1.1	To ensure energy audits completed on at least 25% of the joint venture portfolio	100%	Energy audits have been carried out on 46% of the Joint Venture portfolio.
4.1.2	To switch 5% of energy consumption at our properties onto green energy tariffs	100%	In the year to 31 March 2008 14.6% of energy purchased for our managed portfolio, based on available capacity, is on green tariffs.
4.1.3	To ensure 10% of energy used in buildings over 200,000 sq.ft. post development is derived from renewable sources	N/A	Our development at 240 Blackfriars Road, SE1 is in progress and due to be completed in August 2010.
4.1.4	To reduce head office energy usage by 15%	100%	Achieved

	<b>Target</b>	<b>Achievement</b>	<b>Commentary</b>
4.1.5	To introduce long life light bulbs in 40% of the portfolio over three years	100%	During the year to 31 March 2008 long life light bulbs were introduced throughout individual buildings in 14% of the managed portfolio.
4.	<b>Environmental</b>		
4.1.6	To introduce check meters in landlord areas in 30% of the portfolio	90%	This was partially completed in 2008. Our 2008/09 target is to introduce check meters in an additional 25% of the portfolio, where appropriate.
4.1.7	To regularly include environmental improvement topics on tenant meeting agendas	100%	Achieved
4.2.1	To have zero enforcement notices for environmental issues	0%	A notice for noise was received due to late contractor deliveries. This was resolved immediately.
4.2.2	To ensure all building and maintenance contracts and consultant appointments include a requirement to comply with the Company's environmental policy	84%	Partially complete and ongoing. This target will be included again in our 2008/09 objectives and targets to emphasis our commitment.
4.2.3	To ensure that all building and maintenance contractors and all consultants have an environmental policy	57%	Partially complete and ongoing. This target will be included again in our 2008/09 objectives and targets to emphasis our commitment.
4.3.1	To undertake a BREEAM audit for all developments over 50,000 sq.ft. with the aim of achieving a minimum scoring of "very good".	100%	Achieved
4.3.2	To carry out an environmental review for all development and refurbishment projects over the value of £1,000,000.	100%	Achieved
4.3.3	To review and update the Company's refurbishment policy	100%	Achieved
4.3.4	To ensure all developments over 10,000 sq.ft. are registered with the Considerate Constructors Scheme	100%	Achieved
4.4.1	To ensure a minimum of fifty hours of targeted environmental training in 2007/2008	100%	95 hours of targeted environmental training were completed by employees during the year to 31 March 2008.
4.5.1	To carry out a review of the Company's Environmental Management by March 2008.	100%	Achieved

	<b>Target</b>	<b>Achievement</b>	<b>Commentary</b>
4.6.1	To set up new recycling schemes in 20% of portfolio by March 2008.	100%	New recycling schemes have been identified in 28% of portfolio during the year to 31 March 2008.
<b>5.</b>	<b>Tenants and the Community</b>		
5.1.1	To actively support and promote local community and industry initiative groups such as the New West End Company, Westminster Property Owner's Association and the British Property Federation.	100%	Achieved
5.1.2	To provide regular newsletters on all developments over 50,000 sq. ft.	100%	Achieved
5.1.3	To conduct a tenant survey with a view to improving service levels where appropriate	100%	Achieved
5.1.4	Asset Managers to meet with tenants twice a year and Building Managers to visit individual buildings at least once a week	54%	Now included in Asset Managers' roles and responsibilities and part of our management procedures. This will be included again in our 2008/09 objectives and targets to emphasis our commitment.
5.2.1	To introduce one new community initiative, such as site visits for students studying building related courses	100%	Achieved
<b>6.</b>	<b>Health and Safety</b>		
6.1.1	To achieve a zero injury days lost amongst employees as a result of workplace accidents.	100%	Achieved
6.1.2	To achieve zero reportable incidents.	0%	Two reportable accidents involving tenants. These accidents were investigated, remedial actions taken where appropriate and the consequences were reported to the Health & Safety Working Group.
6.1.3	To achieve zero prohibition notices or fines	100%	Achieved
6.1.4	To ensure a minimum of 150 hours of targeted health & safety training in 2007/2008	100%	Achieved
6.1.5	To ensure 20% of construction related service partners and contractors are accredited to Construction Skills Certification Scheme by the end of March 2008, 60% by 2009 and 100% by 2010	100%	Achieved