



2007 Corporate Responsibility Objectives and Targets

	Objective		Target
1.	Corporate		
1.1	To improve the quantity and quality of CR information available to our stakeholders	1.1.1	To include energy consumption data on the Company website
		1.1.2	To provide a link to the Company's Carbon Data Project disclosure on the Carbon Data Project website
		1.2.1	To improve on internal CR database
2.	Investors		
2.1	To ensure regular dialogue with shareholders and fund managers	2.1.1	To meet with investors who hold in aggregate more than 40% of the Company's issued share capital.
		2.1.2	To consider CR feedback provided by investors
3.	Employees		
3.1	To ensure employee personal development through relevant training	3.1.1	To provide an average of at least one day's training a year per employee
3.2	To encourage employee initiatives	3.2.1	To support at least two employee led charity activities
4.	Environmental		
4.1	To monitor and seek to reduce resource consumption	4.1.1	To ensure energy audits completed on at least 25% of the joint venture portfolio
		4.1.2	To switch 5% of energy consumption at our properties onto green energy tariffs
		4.1.3	To ensure 10% of energy used in buildings over 200,000 sq.ft. post development is derived from renewable sources
		4.1.4	To reduce head office energy usage by 15%

	Objective		Target
4.1	To monitor and seek to reduce resource consumption	4.1.5	To introduce long life light bulbs in 40% of the portfolio over three years
		4.1.6	To introduce check meters for landlord areas in 30% of the portfolio
		4.1.7	To regularly include environmental improvement topics on tenant meeting agendas
4.2	To encourage all contractors and consultants to adopt similar environmental policies and standards to the Company	4.2.1	To have zero enforcement notices for environmental issues
		4.2.2	To ensure all building and maintenance contracts and consultant appointments include a requirement to comply with the Company's environmental policy
		4.2.3	To ensure that all building and maintenance contractors and all consultants have an environmental policy
4.3	To consider environmental issues during acquisition, design, development and refurbishment	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"
		4.3.2	To carry out an environmental review for all development and refurbishment projects over the value of £1,000,000
		4.3.3	To review and update the Company's refurbishment policy
		4.3.3	To ensure all developments over 10,000 sq.ft. are registered with the Considerate Constructors Scheme
4.4	To ensure that employees are kept informed of our environmental policies, are given relevant environmental training and are kept informed of company objectives and targets	4.4.1	To ensure a minimum of fifty hours of targeted environmental training in 2007/2008

	Objective		Target
5.	Tenants and the Community		
5.1	To improve and promote services to tenants and the local community	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
		5.1.2	To provide regular newsletters on all developments over 50,000 sq. ft.
		5.1.3	To conduct a tenant survey with a view to improving service levels where appropriate
		5.1.4	Asset Managers to meet with tenants twice a year and Building Managers to visit individual buildings at least once a week
5.2	To introduce an employee volunteering scheme where all employees can be involved in a community initiative during Company time	5.2.1	To introduce one new community initiative, such as site visits for students studying building related courses
6.	Health and Safety		
6.1	To provide a safe and healthy working environment for all employees, contractors working on the premises and visiting members of the public, and all others affected by the activities of the Company	6.1.1	To achieve a zero injury days lost amongst employees as a result of workplace accidents
		6.1.2	To achieve zero reportable incidents
		6.1.3	To achieve zero prohibition notices or fines
		6.1.4	To ensure a minimum of 150 hours of targeted health & safety training in 2007/2008
		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