

# Sustainability Objectives and Targets 2009/10



|   |  |  | Targets also applicable to: |           |                            |         |           |                 |           |
|---|--|--|-----------------------------|-----------|----------------------------|---------|-----------|-----------------|-----------|
| Objective   | Target 2009/2010   | KPI  | Investors                   | Employees | Environment & Biodiversity | Tenants | Community | Health & Safety | Suppliers |
| <b>1. Our people</b>  |  |  |                             |           |                            |         |           |                 |           |
| 1.1 To ensure employee personal development through relevant training.  | 1.1.1 To provide an average of at least one day's training a year per employee.  | Number of training days per employee.  | ✓                           |           | ✓                          | ✓       | ✓         | ✓               |           |
| 1.2 To raise employee awareness of the importance of sustainability throughout the organisation and how it can assist in achieving our long-term business objectives. | 1.2.1 To ensure all employees are aware of the Group's sustainability objectives and targets, annually and how we have achieved against previous year's targets. | Date Sustainability Objectives and Targets 2009/10 sent out to all employees.<br><br>Date 2008 CR objectives and targets achievement posted up on social area board. | ✓                           |           | ✓                          | ✓       | ✓         | ✓               | ✓         |
| 1.3 To encourage employee sustainability initiatives  | 1.3.1 To support at least two employee led charity activities.   | Number of charities supported.   |                             |           |                            |         | ✓         |                 |           |