

# Sustainability Objectives and Targets 2010/11



Objective	Target 2010/2011	KPI	Targets also applicable to:						
			Investors	Employees	Environment & Biodiversity	Tenants	Community	Health & Safety	Suppliers
<b>1. Employees</b>									
1.1 To ensure employee personal development through relevant training.	1.1.1 To provide property industry specific sustainability update seminars on a quarterly basis.	Number of seminars held	✓	✓	✓	✓			
1.2 To ensure 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 2010/11 sent out to all employees.  Date 2009/10 CR objectives and targets achievement posted up on social area board.	✓		✓	✓	✓	✓	✓
	1.2.2 To engage with employees on setting 2011/12 Sustainability Objectives and Targets	Date memo sent to employees requesting their suggestions.	✓		✓	✓	✓	✓	

			Targets also applicable to:						
Objective	Target 2010/2011	KPI	Investors	Employees	Environment & Biodiversity	Tenants	Community	Health & Safety	Suppliers
<b>1. Employees</b>									
1.2 To ensure employee awareness of the importance of sustainability throughout the organisation and how it can assist in achieving our long-term business objectives.	1.2.3 To revisit our Sustainability Frameworks during 2010 to ensure up to date with legislation and best practice and ensure changes communicated to employees.	Sustainability Frameworks to be revisited in Autumn 2010.  Changes communicated to employees	✓		✓	✓	✓	✓	

# Corporate Responsibility Objectives and Targets 2010/11



Objective	Target 2010/2011	KPI	Targets also applicable to:						
			Investors	Employees	Environment & Biodiversity	Tenants	Community	Health & Safety	Suppliers
<b>1. Employees</b>									
1.1 To ensure employee training undertaken is effective	1.1.1 To formally perform a training gap analysis for all employees to ensure training undertaken is appropriate.	Initial training gap analysis performed as part of March 2010 appraisal process.  Training gap analysis revisited as part of March 2011 appraisal process.	✓		✓	✓	✓	✓	
1.2 To ensure employee personal development through relevant training.	1.2.1 To provide an average of at least one day's training a year per employee.	Number of training days per employee.	✓		✓	✓	✓	✓	
1.3 To encourage employee charitable initiatives	1.3.1 To support at least two employee led charity activities.	Number of charities supported.					✓		
	1.3.2 To introduce two employee led charity related activities at each property with on site management presence.	Number of employee led charity activities introduced at each property with on site management presence.				✓	✓		