

1. Sustainability Policy

Our Sustainability Policy is designed to ensure that Great Portland Estates plc and its subsidiaries (the Company), including its joint ventures, operates in a responsible and sustainable manner, in line with the Company's values, having regard to its occupiers, employees, suppliers, the local community and the environment in which it works.

Oversight is provided by the Sustainability Committee and the Communities and Charities Committee, with risk, strategy and performance against targets reviewed by the Board at least annually.

The Company will ensure that its sustainability commitments are applied throughout the lifecycle of its properties – acquisition, management, development, refurbishment, and disposal and understands that compliance with legislation is the minimum standard.

The Company is committed to ensuring that all employees, occupiers and suppliers have access to and are aware of our Sustainability Policy and share our vision.

1.1 Environment

Our Environmental Management System is maintained to monitor legislative compliance, minimise the risk of pollution, facilitate the management of key environmental risks and assist in the achievement of specific objectives and targets.

It is recognised that the activities of the Company contribute to the generation of carbon emissions, which in turn will influence climate change.

Therefore, the Company:

- identifies and regularly monitors our direct and indirect carbon emissions, working to decarbonise our business;
- explores opportunities to improve the energy efficiency of its buildings and regularly engages with our occupiers in order to reduce the energy intensity across our occupied portfolio;
- looks to minimise the use of water where possible and encourages its occupiers and suppliers to minimise waste and re-use materials prior to disposal where possible;
- aims to reduce total waste generated both during development and once occupied and looks to achieve high rates of recycling, maximising diversion from landfill;
- through considered design and efficient construction look to reduce the embodied carbon and reduce the operational carbon of its buildings once in use; and
- provides guidance to its consultants and contractors on its values to minimise its adverse impact on the environment during projects, through the provision of a Sustainable Development Brief and ongoing collaboration.

1.2 Community

The Company recognises that it can create a lasting positive social impact.

The Company therefore seeks to enhance the local community by:

- designing and delivering developments with a sense of place where people want to live, work and socialise;
- developing and maintaining relationships with our neighbours, including residents, occupiers and adjoining owners;
- creating properties close to local transport links;
- increasing biodiversity in the environment in which the property is located;
- partnering with local educational establishments;
- supporting local charities that directly benefit London communities;

- continuing to support apprenticeship schemes at its development sites, employing local people where possible and;
- providing guidance to its consultants and contractors on improving social value during projects, through the provision of Social Value Guidelines.

1.3 Suppliers

The Company supports its supply chain through the prompt payment of invoices. It recognises that it has influence upon its supply chain and expects that its suppliers will:

- minimise the use of agency workers at our properties in relation to asset management activities;
- follow legal requirements when employing people;
- ensure that fair wage and conditions are provided for all their employees;
- appropriately vet their subcontractors
- provide their employees with adequate occupational health services to support the health and well-being of their employees;
- ensure compliance with the Company Health and Safety policy and the Environmental Management System;
- review their own supply chains to ensure that their products and services are sourced from responsible suppliers; and
- ensure ethical working practices in respect of purchasing, payment of suppliers and employees, including ensuring that appropriate policies are in place to prevent and detect bribery, modern slavery and human trafficking.

1.4 People

We will achieve our strategic priorities by attracting, developing, motivating and retaining talented employees through:

- clear and open communications;
- promoting our values and shared set of behaviours
- an effective performance management system;
- a well-constructed and fair rewards system designed to incentivise superior performance and align employees and shareholders interests; and
- ensuring continual improvement of the skills and competency of our employees at all levels and across all disciplines.

Approved by the Board on 8 April 2020 and signed on its behalf by



Chief Executive, Great Portland Estates plc
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