

# LondonMetric ESG corporate targets 2023-24



# Environment

Scope 1&2 - Landlord energy	Scope 3 – Buildings / occupiers	Development
<p><b>1. Minimise landlord energy</b></p> <ul style="list-style-type: none"> <li>➤ Continue to <b>monitor all landlord energy consumption</b><sup>1</sup></li> <li>➤ Continue to ensure <b>energy consumption</b> is minimised, <b>targeting LFL reduction every year</b></li> <li>➤ Achieve <b>operational NZC from end of 2023</b><sup>2</sup></li> </ul>	<p><b>3. Upgrade portfolio’s green credentials</b></p> <ul style="list-style-type: none"> <li>➤ Increase % of portfolio with <b>EPC ‘A-C’ rating</b> (2023: 90%<sup>5</sup>), targeting 100% by 2027</li> <li>➤ <b>On all regears, lettings and vacancies</b>, actively consider initiatives to <b>improve asset’s green credentials</b>, including green lease clauses where possible</li> <li>➤ Better understand portfolio’s potential to become <b>NZC</b>, demonstrating progress to <b>NZC by 2035 (occupier’s energy)</b></li> </ul>	<p><b>5. On all direct developments</b></p> <ul style="list-style-type: none"> <li>➤ <b>Demonstrate sustainability is fully considered:</b> <ul style="list-style-type: none"> <li>• Energy efficiency, with minimum EPC B rating</li> <li>• Renewables &amp; EV charging</li> <li>• Climate change and biodiversity</li> <li>• Low carbon materials, minimise waste</li> <li>• Local community involvement</li> </ul> </li> </ul>
<p><b>2. Renewable/green supply</b></p> <ul style="list-style-type: none"> <li>➤ Aim to maintain high levels of renewable supplies, <b>ensuring 100% renewable energy</b><sup>3</sup> for all landlord electricity supplies by end of 2023<sup>4</sup></li> <li>➤ Look to <b>roll out EV charging</b> across select assets where we have some operational control</li> </ul>	<p><b>4. Occupier energy reduction</b></p> <ul style="list-style-type: none"> <li>➤ Further increase occupier <b>energy data collection</b> (2023: 68%<sup>5</sup>) and look to <b>include occupier data in scope 3</b> reporting</li> <li>➤ Encourage occupiers to <b>source renewable energy &amp; work with us to implement energy savings initiatives</b>, including providing occupiers with <b>ESG guide</b></li> <li>➤ Target the addition of <b>3 Solar PV systems</b> p.a. to the portfolio</li> </ul>	<p><b>6. On large direct developments</b></p> <ul style="list-style-type: none"> <li>➤ Achieve min. <b>BREEAM Very Good</b></li> <li>➤ <b>Track embodied carbon</b></li> <li>➤ Embed <b>NZC aligned operational performance targets</b> in design</li> <li>➤ <b>Shadow carbon price</b> on any flagship developments, offsetting/ re-investing equivalent £ value in green initiatives</li> <li>➤ Undertake <b>whole life carbon assessment</b> where practicable</li> </ul>

1. Including monitoring and reporting of head office energy, waste & water  
2. For all assets with landlord supply, with residual carbon offset from 2024  
3. In line with industry renewable electricity procurement best practice  
4. Excluding voids

5. By floor area



# Social & Governance

## Social

### 7. Employee Wellbeing and development

- Continue to monitor employee satisfaction & wellbeing
- Track absence and undertake health & safety checks
- Ensure ESG training undertaken for all relevant employees
- Track individual ESG performance in appraisals / as part of bonus awards, including non-financial ESG related awards to staff

### 8. Occupier satisfaction

- Continue to monitor across all occupiers, in particular through the annual customer satisfaction survey
- Follow up on specific feedback of the previous survey

### 9. Community

- Continue to focus on implementing local community initiatives with regular meetings of the Communities Committee
- Deliver on charitable programme, targeting £100k p.a.

## Governance

### 10. ESG Benchmarks

- Optimise GRESB, EPRA, ISS, MSCI, CDP & FTSE4Good scores

### 11. 100% contractor compliance on projects

- Monitor contractor compliance with our Responsible Development Requirements (RDR) checklist, demonstrating compliance on projects completed in year
- Audit one project with focus on Health & Safety, Modern Slavery and Minimum Wage

### 12. TCFD / climate resilience

- Ensure full alignment to TCFD reporting
- Continually improve understanding and monitoring of portfolio's key climate related risks, both physical and transitional