

# OUR 2019/20 TARGET PERFORMANCE

We achieved nine of nine targets for this financial year, and made significant progress on targets due in September 2021.

	2019/20 TARGETS	PERFORMANCE AGAINST 2019/20 TARGET	STATUS
ENVIRONMENT	Implement a comprehensive process to assess, review and manage climate-related risk.	Completed a review of climate-related risks in line with the Task Force on Climate-related Financial Disclosures (TCFD) and are implementing new governance and management procedures for climate change risks. Our disclosure against the TCFD recommendations is provided on pages 26 and 27.	✓
	Report energy, carbon, water and waste performance data for directly managed assets and head office.	Collected utilities data covering energy, carbon and water for 91% of our directly managed assets and head office.	✓
	Establish a target to reduce portfolio carbon emissions in 2020/21 based on 2019/20 baseline.	Measured the carbon footprint of all portfolios under management and Orchard Street's corporate carbon footprint, identifying occupier energy consumption as the largest contributor. Set a target to engage with occupiers to achieve a 25% reduction in occupier carbon intensity by 2025, equivalent to an annual reduction of 5% against a 2018/19 baseline <sup>3</sup> . To be reviewed annually.	✓
	Assess the feasibility of making five of our highest carbon emitting buildings net zero carbon by 2030.	Reviewed the feasibility of a net zero carbon target across all our assets under management.	✓
	Establish an action plan including occupier engagement for carbon reductions and sustainability improvements across the portfolio	Due to COVID-19 we were not able to engage with occupiers on sustainability improvements. Instead, we conducted energy efficiency surveys of our assets, including FRIs, and produced asset level reports of landlord and tenant consumption with actions and opportunities for carbon emission reduction and sustainability improvements.	✓
SOCIAL	Engage with key suppliers to set minimum sustainability standards for direct and indirect procurement.	We created our managing agent sustainability standards, including sustainability requirements for their supply chain. We have engaged sustainability advisors Greengage to develop guidance for sustainable fitouts and refurbishment.	✓
	Develop a formal volunteering programme.	Published an employee volunteering policy providing 10 hours of volunteering per employee per year.	✓
GOVERNANCE	Establish responsible investment performance objectives for staff.	Included responsible investment objectives for all of our operational staff, including asset managers, in line with our objectives and ESG asset tracker.	✓
	Expand the sustainability training programme for staff.	Conducted targeted training for members of the Responsible Investment Committee and asset managers, as well as company sessions, on net zero carbon as part of our carbon target setting project and climate-related risks, management and mitigation as part of our TCFD scenario analysis.	✓

3. The baseline has been adjusted to 2018/19 which is more representative of annual consumption given the impact of COVID-19