

SUSTAINABILITY TARGET MATRIX

DERWENT
LONDON

Designing and delivering buildings responsibly

Aspect	Metric	Target
Building assessment methods	Rating achieved	Minimum of a 'A' EPC rating for new builds. Minimum of a 'B' EPC rating for all refurbishments, and where feasible uplift to an 'A' EPC rating for major refurbishments.
		Achieve a minimum 4.5 star NABERS UK rating for new build projects and major refurbishments.
		Achieve a minimum of BREEAM Excellent for all new build projects and major refurbishments.
		Achieve a minimum of LEED Gold for all major new build projects.
		Achieve a minimum of Home Quality Mark 4 stars on all new residential development.
		Ensure the shell & core aspects of our schemes are WELL 'enabled' using the most up to date version.
Project Sustainability Plan	Implementation	All applicable projects to create and maintain a Project Sustainability Plan (PSP).
Energy & Carbon	Installed metering	All new build and major refurbishment projects 100% of meters to be AMR capable and BMS linked and installed on: all main incoming feeds (electricity/water/gas); landlord lighting and small power; tenant lighting and small power; all major energy producing/consuming equipment e.g. heating and cooling plant; and renewable & low carbon energy generation sources e.g. PV, CHP plant etc., in line with DL Metering Strategy (2021).
	Embodied carbon assessment	All new build and major refurbishment projects at RIBA Stages 2, 3 and 4 to undertake an embodied carbon assessments in line with the Derwent London embodied carbon brief and certification standards such as BREEAM. In addition contractors are to map and measure embodied carbon during the delivery phases using the same assessment approach used during design. Commercial Office New Build Targets as follows: - Developments completing from 2025: $\leq 600 \text{ kgCO}_2\text{e/m}^2$ - Developments completing from 2030: $\leq 500 \text{ kgCO}_2\text{e/m}^2$
	Predicting whole building energy use	All refurbishment projects to undertake a design in-use energy assessment based on CIBSE TM54 and ensure it is updated regularly inline with design progress/changes.
	Designed usage (m^3/m^2)	All new build and major refurbishment projects to be designed and delivered to achieve mains water usage of $0.50\text{m}^3/\text{m}^2$ or better.
Waste	% diversion from landfill	Divert a minimum 98% of total construction and demolition waste tonnage from landfill.
Materials	% of certified sustainable timber procured	100% of timber procured is to be from FSC or PEFC sources.
Biodiversity	Net gain	All new build and major refurbishment projects to achieve a net gain in biodiversity as measured through BREEAM.

Managing our assets responsibly

Aspect	Metric	Target
Climate change	% reduction	Achieve a reduction in carbon intensity of 55% by 2027 in our like-for-like managed portfolio compared to our 2013 baseline.
		Achieve a 4% reduction in energy consumption year on year until 2027.
Energy & Carbon	Management	Continue to purchase 100% renewable, REGO backed electricity for our managed properties.
		Continue to transfer gas contracts to 100% renewable tariffs for our managed properties.
Energy & Carbon	Implementation	Ensure Building Sustainability Plans (being updated to Net Zero Carbon Action Plans) have been put in place across all managed portfolio.
		All new building and major refurbishment projects to undertake a full Post Occupation Evaluation 12 months after full occupation and where we still retain control of the building.
Waste	% recycled	Ensure our managed portfolio achieves a minimum recycling rate of 75%.
	% diversion from landfill	Send zero waste to landfill from properties for which Derwent London has waste management control.
Water	Management	Undertake water audits and set in place water management strategy for our managed portfolio which will set out how we intend to reduce our consumption and how we will measure our performance.
		Maintain portfolio mains water consumption intensity in the like-for-like managed portfolio below 0.50 m ³ /m ² .
Occupiers/Suppliers	Measurement	Monitor the sustainability KPIs included within our property management engineering and services contracts.
		Ensure our contracted operational supply chain operatives in our managed portfolio are receiving the London Living Wage.
Occupiers/Suppliers	% engaged	Ensure occupier engagement plans (Green Forum, regular occupier 1:1 or events) have been scheduled for managed portfolio.
Sustainable Travel	% in place	Ensure Green Travel Plans are developed across all managed portfolio.
Biodiversity	% in place	Ensure a portfolio-wide Biodiversity Action Plan is developed and projects implemented across the managed portfolio.

Creating value in our community

Aspect	Metric	Target
Community engagement	Community fund delivery	Successfully deliver the next year of the Derwent London Community Fund. Further Derwent London employees to be included in the decision panel and process for greater inclusion and 'ownership' by employees in the Community Fund. In addition further involvement by the decision panel as applications are received to increase prior knowledge about the applicants before the decision meeting. Changes made to the Fund (wording, application methods, funding amounts and feedback contribution) further to the Chickenshed Youth Taskforce session in 2021 to be assessed.
Community Engagement & Occupiers	No. of community groups / occupiers engaged	Increase occupier support of community groups in collaboration with the Customer Experience team and their plan of events for 2022.
Scotland	No. of community groups engaged	Develop community engagement in Scotland.

Engaging with our employees

Aspect	Metric	Target
Knowledge	Knowledge dissemination	Deliver technical/knowledge sharing 'mini' presentations via the monthly town hall sessions.
Employee development	Engagement	Hold our third all employee company away-day to promote and foster collaboration and relationships across teams. Following the results of our employee survey hold focus groups to discuss and analyse the results and present the outcomes to the Executive Committee.
Health & Wellbeing	Health & Wellbeing	Continue to support and encourage employees to proactively manage their health and wellbeing by offering mental health awareness training to all staff supplemented by specific 'lunch & learn' sessions throughout the year.
Skills	Diversity & Inclusivity	Following our National Equality Standard (NES) accreditation, further implement our ongoing diversity and inclusivity initiatives including: 10,000 Black Interns, allyship awareness programme, unconscionced basis training for all employees.
