







The United Nations Sustainable Development Goals (SDG) are an international standard developed to support global change and sustainable growth. We believe that we have a role in supporting the UK in responding to this standard and helping affect change.

We have reviewed the suite of 17 goals and have selected those goals which align most closely to our ESG priorities, which are set out in the table below with a summary of our progress against the goals which are particularly significant to our business.

# UN SDG DISCLOSURES

Our ESG priority	UN Goal	Applicable target	Applicable indicator	Our efforts
Creating value in the community and for our wider stakeholders		4.4	4.4.1	Through our Community Fund we invest in and support youth and adult ICT education and skills training – both technical and vocational. A recent example of this is the Shadow Heroes project we have supported. This project uses creative translation workshops as a way to encourage children who have English as an additional language to embrace their linguistic and cultural identities with the aim of bringing about inclusive classrooms, fostering a sense of belonging amongst marginalised language users and to ultimately improve young people's sense of confidence in school and beyond.
		4.a	4.a.1	Through our Community Fund we invest in and support projects which look to upgrade and improve youth education facilities. A recent example of this is the Doorstep Library project which aims to improve literacy skills by providing trained volunteers for families whose children need extra help with their reading. In place of face-to-face sessions, socially distanced book swaps on families' doorsteps have taken place, books have been posted to children as well as one-on-one online reading sessions between families and volunteers. The service gives children the confidence to thrive at home and at school and helps them have a better future through improved literacy skills.
Protecting human rights, Engaging and developing our employees		5.1	5.1.1	Beyond any legislative requirement we are active in ensuring meaningful gender equality in our business. Whether that is making sure our business structure is representative or making sure our suppliers have the same policies and approaches in their businesses. To help guide us, our Diversity & Inclusion Working Group is tasked with reviewing best practice and to challenge our business to ensure we address equality robustly. In 2021 we achieved the National Equality Standard with our results ranked in the top 5% of accredited companies.
		5.5	5.5.2	32% (33% in 2020) of the women within our business are in managerial roles/positions.
Designing and delivering buildings responsibly, Managing our assets responsibly		7.2	7.2.1	Our aim is to ensure we purchase renewable energy for our portfolio. All our electricity contracts which supply our buildings are now REGO backed. As part of our net zero carbon programme we are looking to how we procure renewable gas supplies and incorporate higher levels of on-site renewable energy generation.
		7.3	7.3.1	As part of our science-based targets we have a specific energy intensity target designed to help us reduce our energy intensity. See Responsibility Report for the latest progress on these targets.
Creating value in the community and for our wider stakeholders		11.7	11.7.1	We actively promote the inclusion of public spaces in and around our buildings and ensure they are fully accessible to those with disabilities. In addition, we are part of the London Mayor's Business Climate Leaders Group which was set up to help London become a zero carbon city by 2030.
Managing our assets responsibly		12.5	12.5.1	We have established a portfolio-wide minimum recycling target of 75% and a no waste to landfill policy.
		12.6	12.6.1	We integrate comprehensive sustainability reporting information into our public reporting.
Designing and delivering buildings responsibly, Managing our assets responsibly		13.2	13.2.2	We have independently verified science-based carbon targets which are set to a 2°C reduction scenario. This means we are committed to reducing our carbon emissions and making sure our portfolio is climate resilient. We are reviewing these targets to align them with a 1.5°C scenario.