

# OUR 2030 SUSTAINABILITY STRATEGY



## GREENER SPACES

Taking actions to minimise our carbon emissions, as well as enhancing nature and the wider environment.

### 2030 COMMITMENTS

**50% less** embodied carbon emissions in our developments, to below 500kg CO<sub>2</sub>e per sqm.

**100%** of development and operational waste diverted from landfill.

**75% reduction** in operational carbon intensity across our portfolio.

**≥15% biodiversity** net gain on developments.



## THRIVING PLACES

Creating a **long-lasting, positive social impact** by collaboratively addressing local priorities.

### 2030 COMMITMENTS

**90,000+** people benefiting from impactful education and employment partnerships.

**Affordable space** at each priority place, with at least **£10m** delivered across our portfolio.

**£25m Social Impact Fund** comprising at least **£15m** cash contributions, plus affordable space.

**£200m** direct social and economic value generated through our social impact activity and spend with SMEs.

## RESPONSIBLE CHOICES

Making responsible choices across all areas of our business and encouraging our customers, partners and suppliers to do the same.

### 2030 COMMITMENTS

**100%** Real Living Wages for employees and supplier workforce at our places.

**≥40%** women on the Board and in senior management.

**≥15%** minoritised ethnic representation in senior management.

**≥40%** site spend with SMEs during construction.

