

Sustainability update 2019



Our results

1,336

People furthest from job market supported into employment through our Community Employment Programme

30,000

kWh of electricity produced every year from our latest solar project at Westgate, enough to power eight households for a year

£3.2m

Social value created through our community programmes and partnerships

100

Brands signed up to our 'Refill Me' campaign tackling single-use plastics

£4m

Costs avoided for our customers through our energy efficiency projects

£11.8bn

Total contribution to the UK economy each year from people based at our assets

600m²

Insect friendly and biodiverse planting installed across our assets

100%

of waste diverted from landfill



Sustainability is about the actions we take to fulfil our purpose so Landsec prospers far into the future. We want customers to prefer our spaces. We want communities to be pleased it's us operating in their area. We want partners to share our priorities. And we want employees to invest their energy and ambition here. When we get all this right, we create value for our investors."

Robert Noel
Chief Executive

Our 2018/19 highlights include meeting our 2020 Community Employment commitment, launching exciting consumer-focused recycling projects to tackle coffee cup, single-use plastic and fashion waste and becoming a signatory of the UN Global Compact.

During the year we announced an ambitious new commitment to create £25m of social value through our community programmes by 2025. Through this new commitment we'll focus on delivering impactful employment, education and volunteering projects, targeting the opportunities which create the most value to society.

Find out more

You can find a summary overleaf of progress against our twelve sustainability commitments. You can also find detailed performance and disclosures in our 2019 Sustainability Performance and Data report and in the 2019 Annual Report, plus more detail on our policies and approach to environmental, social and governance issues at landsec.com/sustainability.

For further queries contact Caroline Hill, Head of Sustainability, Public Affairs and Health, Safety & Security:
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Sustainability performance at a glance

Our commitments and progress to date

Creating jobs and opportunities

	Community employment 	Fairness 	Diversity 	Health, safety and security 
Commitment	Help a total of 1,200 people furthest from the jobs market secure employment by 2020.	By 2020, ensure everyone working on our behalf, in an environment we control, is given equal opportunities, protected from discrimination and paid at least the Foundation Living Wage.	Make measurable improvements to the profile – in terms of gender, ethnicity and disability – of our employee mix.	Maintain an exceptional standard of health, safety and security in all the working environments we control.
Performance	<p>○○● Complete</p> <p>Since 2011 we've secured employment for 1,336 people furthest from the job market through our programme.</p>	<p>○●○○ On track</p> <p>An accredited Living Wage employer and this year we joined the Living Wage Employers' Group, driving adoption of Living Wage rates in the supply chain.</p>	<p>○●○○ On track</p> <p>We continue to meet Hampton Alexander targets with 40% of the Board and 42% of Executive Committee and direct reports being female versus targets of 33%.</p>	<p>○●○○ On track</p> <p>We continually prepare the business to anticipate and respond to incidents and this year have enhanced our training and advice for employees and partners.</p>

Efficient use of natural resources

	Carbon 	Renewable energy 	Energy 	Waste 
Commitment	Reduce carbon intensity (kgCO ₂ e/m ²) by 40% by 2030 compared with a 2013/14 baseline, for property under our management for at least two years.	<ul style="list-style-type: none"> – Ensure 100% of our electricity supplies through our corporate contract are from REGO-backed renewable sources – Achieve 3MW of renewable electricity capacity by 2030. 	Reduce energy intensity (kWh/m ²) by 40% by 2030 compared with a 2013/14 baseline, for property under our management for at least two years.	<ul style="list-style-type: none"> – Send zero waste to landfill. – At least 75% waste recycled across all our operational activities by 2020.
Performance	<p>○●○○ On track</p> <p>Reduced carbon intensity by 39.8% compared to 2013/14 baseline, significantly outperforming our target pathway.</p>	<p>○○● Complete</p> <p>Continue to procure 100% renewable electricity across our portfolio. At least 15% of gas volumes are from green sources.</p> <p>○●○○ On track</p> <p>Current on-site renewable electricity capacity has reached 1.5 MW.</p>	<p>○●○○ On track</p> <p>We've reduced energy intensity by 18.2% compared to 2013/14 baseline year.</p>	<p>○○● Complete</p> <p>We continue to divert 100% from landfill.</p> <p>○●○○ On track</p> <p>Recycling 74.7% of operational waste.</p>

Sustainable design and innovation

	Resilience 	Materials 	Biodiversity 	Wellbeing 
Commitment	Assess and mitigate physical and financial climate change adaptation risks that are material across our portfolio.	Source core construction products and materials from ethical and sustainable sources.	Maximise the biodiversity potential of all our development and operational sites and achieve a 25% biodiversity net gain across our five sites currently offering the greatest potential, by 2030.	Ensure our buildings are designed and managed to maximise wellbeing and productivity.
Performance	<p>○●○○ On track</p> <p>Conducted further climate change resilience research to determine how climate change will affect our portfolio. Our investment and divestment activities this year have reduced the risk to our portfolio from extreme weather.</p>	<p>○●○○ On track</p> <p>Progressed the design of our developments against this target and have included responsible sourcing guidelines in our design guides, providing our design and delivery partners with strict environmental and ethical parameters.</p>	<p>○●○○ On track</p> <p>Extended our commitment to our assets in London and are assessing opportunities for installations in the year ahead. We've planned and secured budget for biodiversity enhancements, which will deliver net gain in biodiversity at each site of between 5% and 25%.</p>	<p>○●○○ On track</p> <p>Adopted wellbeing clauses in our engineering specifications and design briefs ensuring our developments deliver specific wellbeing outcomes. Our commercial office developments focus on the delivery of optimal air and water quality, daylighting, acoustic and thermal comfort.</p>