

# Sustainability Partner Charter



# Introduction

*“Together, we can take more impactful action against climate change.”*

**Sara Lucas**  
Chief Executive, Grosvenor Europe

Together, we can take more impactful action against climate change.

Our approach to business is underpinned by principles that put mitigating climate change and the promotion of healthy, inclusive, and economically resilient businesses and communities at the heart of everything we do.

In 2020, Grosvenor Europe published its **Delivering Social Benefit** strategy, followed shortly thereafter by **Our Goal: Net Zero**, which commits us to halving our total carbon impact by 2030. Collaborating with our partners will be integral to achieving our ambitious social and environmental goals, and so we are pleased to present our Sustainability Partner Charter.

This Charter outlines the principles and objectives where we believe working together will have the greatest social and environmental impact. It sets out our expectations for our partners in addressing these principles, including our ambitious net zero carbon Scope 3 emissions.

We recognise that our partners are diverse businesses, with differing activities and sizes. Our Partner Charter reflects this, providing several recommendations for each priority area to ensure we can all take steps towards protecting our planet and supporting our communities.

**Sara Lucas**

**Chief Executive, Grosvenor Europe**

## Using this Charter

At Grosvenor Europe our vision is to promote environmental and social values throughout the entire value chain; together with all of our sustainability partners from tenants, suppliers, investors and the communities that we work with.

The Sustainability Partner Charter is structured to guide you on this journey and challenge people and businesses to achieve realistic and relevant goals that we believe will generate greater impact.

The Charter sets out key principles related to each of our five priority areas, some of which may apply more directly to your business than others. The aim is to provide a flexible, collaborative approach to ensure everyone can join us, no matter the size or sector of your business.

We have broken down these principles into three progressive stages for Informed, Enhanced and Advanced sustainability partners.

Each of these stages comprises standard expectations, some of which include additional guidance to encourage you to be ambitious in your journey of environmental and social leadership. As one of our partners we invite you to evaluate what stage you are at now and how you will transition through this journey.

Our aim is to open the lines of communication around these priority areas and as one size does not fit all businesses, any specific expectations will be communicated directly. We believe this structure creates a flexible approach that enables our partners to help us work towards a shared ambition of securing a more sustainable and resilient future.



# Net Zero Carbon



*Informed partners* commit to:



*Enhanced partners* commit to:



*Advanced partners* commit to:

## Advancing Net Zero

**Understanding where your carbon emissions come from and considering how you reduce them**

We encourage measuring your scope 1, 2 and 3 emissions

**Providing accurate emissions data to help us disclose our scope 3 emissions in a clear and transparent way**

We encourage setting a science-based target

**Implementing a strategy that reduces operational emissions to net zero**

We encourage certifying as net zero as appropriate labels are developed

## Embodied Carbon

**Understanding the embodied carbon impact of your business activities**

**Taking steps to reduce embodied emissions**

We encourage identifying the areas of your business that produce embodied carbon

**Setting a net zero carbon strategy that includes embodied carbon**

## Climate Resilience

**Identifying climate-related risks to your business**

We encourage disclosing your climate-related risks and opportunities

**Take steps to mitigate climate-related risks**

We encourage integrating climate-related risks into your risk management process

**Advancing to a climate resilience strategy in line with an approved framework (such as TCFD)**



# Sustainable Buildings



*Informed partners* commit to:



*Enhanced partners* commit to:



*Advanced partners* commit to:

## Responsible Materials

Being aware of the source of all materials and understanding circular economy principles

Prioritising responsibly sourced materials and disclosing their supply chain or origin

We encourage prohibiting the use of environmentally damaging materials

Setting targets to increase the proportion of re-used and recycled materials

## Waste Management

Understanding waste types and quantities within your business activities

We encourage re-using and recycling waste at every opportunity

Setting targets for the proportion of waste re-used, recycled and sent to landfill

100% of waste being diverted from landfill

## Water Consumption

Measuring water consumption and efficiency in your business activities

We encourage taking steps to reduce water consumption

Providing accurate water consumption data in a clear and transparent way

Setting targets to significantly reduce water consumption linked to business activities



# Sustainable Businesses & Communities



*Informed partners* commit to:



*Enhanced partners* commit to:



*Advanced partners* commit to:

## Skills and Knowledge

**Understanding the importance of allowing all employees to have opportunities to further their knowledge and improve their skillsets**

We encourage implementing mentoring schemes and apprenticeships/trainee schemes

**Identifying future skills and knowledge requirements for all employees to improve their skillsets and enhance their development**

**Using your influence to encourage other businesses to address the skills gap**

## Local People and Businesses

**Understanding the value of local procurement and employment opportunities**

**Setting a target for procuring goods or services through local businesses**

**Building local partnerships to enhance the scope of apprenticeship opportunities**

We encourage implementing minimum apprentice requirements in procurement and tender processes

## Local Communities and Charities

**Identifying existing social initiatives and community groups where you can make a difference**

We encourage you to promote building local relationships with key stakeholders in the community

**Supporting local charities and community groups**

We encourage giving employees an allowance of volunteer hours

**Developing initiatives that address important issues within the community**



# Health & Wellbeing



*Informed partners* commit to:



*Enhanced partners* commit to:



*Advanced partners* commit to:

## Employee Wellbeing

**Providing access to physical, mental and emotional wellbeing resources and services for all employees**

We encourage regularly reviewing employees' health and wellbeing expectations

**Enable wellbeing services that empower employees to proactively manage their wellbeing and prevent ill health**

We encourage developing a health and wellbeing policy in line with best practice guidance

**Promote wellbeing within your sphere of influence including families, friends and communities**

## Air Quality

**Understanding the impact of indoor and outdoor air quality on your employees**

**Taking steps to reduce activities that pollute**

We encourage transitioning to electric or hybrid vehicles, and promoting active transport where possible

**Measuring and disclosing indoor air quality and ensuring that it meets the standards set by the WHO**

## Diversity and Inclusion

**Ensuring working environments are respectful and inclusive of everyone**

We encourage providing initiatives to promote diversity and build inclusion

**Prioritising diversity as a strategic objective to actively support underrepresented groups and to ensure employees feel valued**

We encourage you to disclose your business' gender pay gap

**Championing diversity and inclusion in your community and sector**



# Nature & Biodiversity



*Informed partners* commit to:



*Enhanced partners* commit to:



*Advanced partners* commit to:

## Biodiversity Impact

Understanding the value of improving access to nature for employees and encouraging biodiversity within the workplace

Identifying risks to nature and opportunities for implementing nature based solutions within your business

We encourage measuring your impact on nature using recognised biodiversity metrics

Measuring and disclosing your impact on nature in line with a recognised framework (such as TNFD)

# List of Definitions

## Informed sustainability partners

Partners that are **well informed** about all of the key principles that apply to their business in the informed partners column across all five priority areas

## Enhanced sustainability partners

Partners that **understand and act** on the key principles across the informed and enhanced columns of all five priority areas, as well as pursuing the encouraged principles where possible

## Advanced sustainability partners

Partners that **lead the way** on the ESG agenda by adhering to the full scope of each principle that applies to their business across the five priority areas

## Net Zero Carbon

### Net zero carbon

We define net zero as ensuring that the amount of carbon we produce is compensated by the amount we remove from the atmosphere, resulting in net zero emissions

### Scope 1 emissions

Direct emissions from an organisation's building, vehicles, plant, including the combustion of fuel etc.

### Scope 2 emissions

Indirect emissions from electricity consumption or other energy generated by third parties

### Scope 3 emissions

All other indirect emissions, e.g. energy use by tenants, embodied carbon of materials used in developments and refurbishments, third-party procured goods and services

### Operational carbon

The term used to describe the emissions of carbon dioxide and other greenhouse gases during the operation of a product or service, for buildings most materiality from energy use and refrigerants

## Embodied carbon

Carbon emissions associated with energy consumption and chemical processes during the extraction, manufacture, transportation, assembly, replacement and deconstruction of construction materials or products

## Life cycle assessment

An approach to assessing the carbon impacts of a product or service across all the stages of the life cycle

## TCFD

The Taskforce for Climate-related Financial Disclosures – a framework for disclosing a business' approach to climate-related risks in respect of Governance, Strategy, Risk Management, Metrics and Targets

## Climate-related risks

Climate-related risks refer to the physical, transition and liability risks that may result from climate change

## Climate resilience

The extent to which a business (or building) is prepared for and can respond to the climate-related risks

## Science-based target

A target that has been approved by the Science-based target initiative as being sufficiently ambitious and in line with the latest climate science

## Sustainable Buildings

### Circular economy

The principle that no material should go to waste; it is often referred to as a model for using and re-using existing materials for as long as possible

### Responsibly sourced materials

Understanding the origin of materials and ensuring ethical, sustainable, social standards have been adhered to along the value chain



## Sustainable Businesses & Communities

### Sustainability partners

All businesses that work with Grosvenor at any point along the value chain, key examples include suppliers, tenants and investment partners

### Social initiatives

Defined as any action that aims to address social issues, such as those addressed in the UN Social Development Goals



## Health & Wellbeing

### WHO

World Health Organisation

### Active transport

A term used for exercise as a mode of transport, i.e. moving from point A to point B (such as commuting by bicycle)



## Nature & Biodiversity

### Nature-based solution

Defined as actions that protect, manage and restore ecosystems and can often have additional benefits, such as flood relief or natural insulation

### TNFD

Taskforce for Nature-based Financial Disclosures – a risk management and disclosure framework for organisations to report and act on nature-related risks