



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 it's **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.

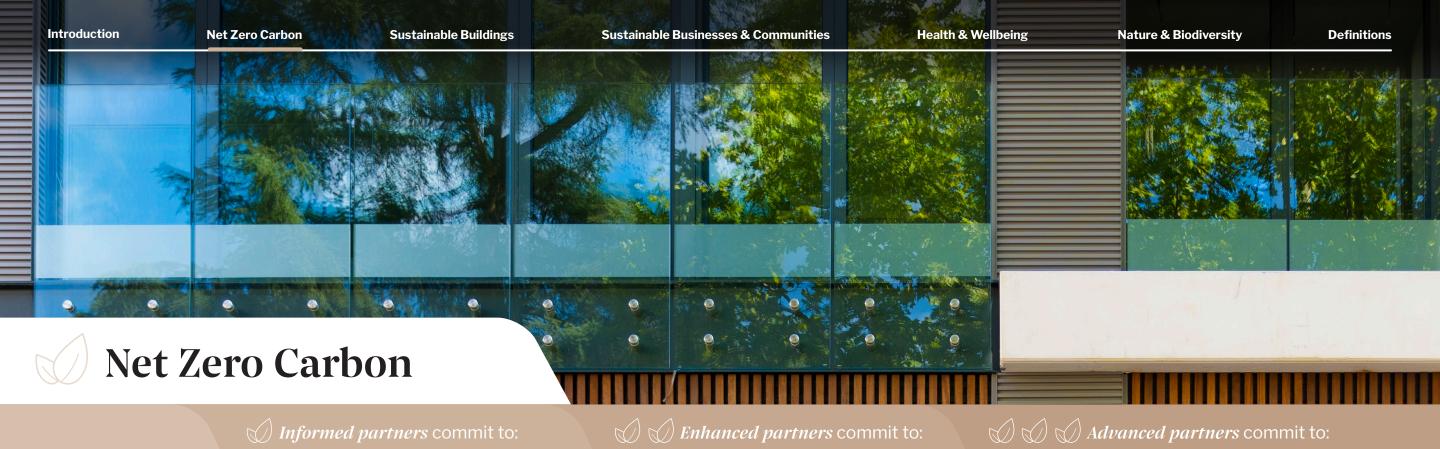
The Sustainability Partner Charter is structured to guide you on this journey and challenge people and businesses to achieve realistic and relevant goals that we believe will generate greater impact.

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.



Advancing Net Zero

Embodied

Carbon

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

We encourage measuring your scope 1, 2 and 3 emissions

Understanding the embodied carbon impact of your business activities

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

Taking steps to reduce embodied emissions

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

Implementing a strategy that reduces operational emissions to net zero

We encourage certifying as net zero as appropriate labels are developed

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)



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

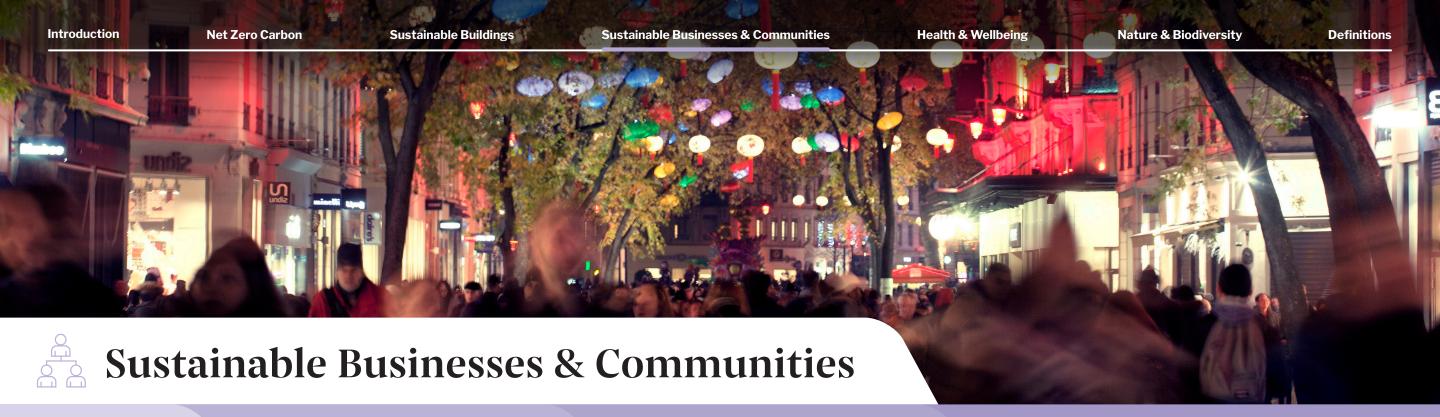
Water Consumption

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



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





(v) (v) Enhanced 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

business

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

Enhanced partners commit to:

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)

Advanced partners commit to:



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 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 materially 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

and can respond to the climate-related risks

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

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



Circular economy

materials

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

ethical.s

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