



# Sustainability

## Our Vision

At London Square our vision is to bring sustainable living to the Capital. Combining our innovative approach to design, build and customer service with sustainability; creating places and communities where people really want to live, now and in the future.

From rewilding, to tackling poverty and reducing greenhouse gas emissions, our plan for a sustainable future sets out our target for a more sustainable London and more importantly, what we at London Square are doing about it.

## Social

We have deliberately chosen to focus our efforts on building sustainable communities. When London Square was first registered as a Limited Company in 2010, our founder and CEO Adam Lawrence chose the name London Square in tribute to London's famous Square's and the spaces around which communities were built. Green squares where children could play and friends and families would come together.

Communities remain at the heart of who we are and what we do.

We are an Outstanding Employer, having been recognised for our industry leading employee engagement score in 2021. We are also proud to be a Living Wage Employer and accredited with the Greater London Authority's good work standard.

We hire great people and reward them for doing great work.

## Environment

Our environmental approach focuses heavily on ways we can reduce our impact on Climate change and pressures that modern methods of construction can put on the Earth, nature and precious resources.

Our approach to developing only brownfield sites means we can proudly say that on every development we are able to increase biodiversity to the area.

## Governance

Is a critical area, however it is the most heavily regulated so if we are being black and white about it; it is going to happen.

We know we have work to do to increase the diversity of our executive board. However, the board is supported by a strong team, with a higher than industry average representation of female and BAME employees and we are committed to increasing the diversity of our team.

We continue to recruit for talent and skills, without bias.



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## Our Targets

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| <b>E<br/>N<br/>V<br/>I<br/>R<br/>O<br/>N<br/>M<br/>E<br/>N<br/>T</b> | <p><b>Carbon</b></p> <p>Target net zero carbon homes by 2030</p>  | <p><b>Targets and measurements</b><br/>Improving carbon measurement and target-setting at all levels, ensuring that reducing carbon emissions also leads to reduced costs.</p> <p><b>Estimating and design</b><br/>Continually embedding low carbon principles into the way we estimate and design, particularly utilising data driven whole-life principles.</p> <p><b>Commercial and financial</b><br/>Developing financial and commercial solutions that promote collaboration across the supply chain and incentivising a low carbon approach, particularly over the whole life of a project or asset.</p> <p><b>Plant and transport</b><br/>Cut the carbon emissions of our plant and transport as fast as technology allows.</p> <p><b>Collaboration</b><br/>Collaborate with our supply chain to develop and procure lower carbon materials.</p> <p><b>Asset management</b><br/>Managing assets – such as buildings or infrastructure – in ways that reduce carbon emissions and utilise renewable and clean energy sources in the most efficient way.</p> |
|  | <p><b>Waste</b></p> <p>We will continually strive to reduce, re-use and recycle</p>   | <p><b>Recycling</b><br/>We will maintain a waste to landfill ratio of below 2%. In 2020 we recycled 99.4% of waste across our sites. Future developments will include internal recycling facilities to facilitate recycling by our homeowners</p> <p><b>Packaging</b><br/>We will work with our suppliers to reduce packaging and where this isn't possible, switch to recycled, biodegradable or sustainable sources.</p>  |
|  | <p><b>Natural Resources &amp; Biodiversity</b></p> <p>We will continue to source materials with the least environmental impact and work with organisations to put biodiversity at the heart of our developments</p> | <p><b>Materials</b><br/>We will continually innovate and use the most sustainable materials, that are either recycled, able to be recycled or from a certified sustainable source.</p> <p>Partnering with the Supply Chain Sustainability to School to learn, develop, innovate to address sustainably issues</p> <p>We will increase our use of local suppliers.</p> <p><b>Water</b><br/>Reduce clean water consumption in our construction operations and set water usage targets for all new sites.</p> <p>Measure the percentage reduction in operational mains water at all new developments using closed water recycling facilities and water meters.</p> <p><b>Energy</b><br/>Reduction in energy required to construct and then maintain our buildings through fabric standards.</p> <p>Average EPC rating of new homes.</p>  |



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|                            |   | Clean, sustainable energy is used to construct and maintain all of our developments.  |
| S<br>O<br>C<br>I<br>A<br>L | <p><b>Communities</b></p> <p>We will build sustainable communities where people can live, work and play</p> | <p><b>Poverty</b><br/>Reducing poverty in communities by offering apprenticeships and training opportunities on our developments</p> <p><b>Affordability</b><br/>Producing a minimum of **% of homes for the affordable rent market</p> <p>Percentage of sustainable mortgages to allow first time and low socioeconomic buyers to purchase a home</p> <p><b>Collaboration</b><br/>Number of developments built in partnership with Local Authorities, providing affordable homes to city residents as the highest priority</p> <p><b>Digital Transformation</b><br/>Increase the adoption of the IoT across our developments</p> |
|                            | <p><b>Inclusion</b></p> <p>We will continue to be an inclusive employer of choice</p>                       | <p><b>Fair Employment</b><br/>As a certified living wage employer, the living wage is paid as a minimum to all working across our developments</p> <p><b>Minorities</b><br/>We will strive to increase the number of BAME, disabled and LGBTQ employed year on year, achieving no less than 45% by 2026</p> <p><b>Women</b><br/>We will achieve 33% women in leadership by 2026 and maintain a workforce of no less than 33% female.</p>  |
|                            | <p><b>Employment</b></p> <p>We will remain an outstanding employer who people want to work for</p>          | <p><b>Engagement</b><br/>We will maintain our Outstanding Employer Award by achievement an employee engagement score of &gt;85%</p> <p><b>Education &amp; Training</b><br/>Number of training hours delivered per employee, per year</p> <p>Number of apprenticeships facilitated per year</p> <p><b>Physical Safety</b><br/>Maintain a physically safe working environment with an AFR of &lt;0.75%</p> <p><b>Mental Health &amp; Wellbeing</b><br/>Confidential 24/7 access to trained counsellors for all employees</p> <p>Participation in Mind's annual Wellbeing Index Survey to measure employee mental wellbeing</p>      |



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| <b>G<br/>O<br/>V<br/>E<br/>R<br/>N<br/>A<br/>N<br/>C<br/>E</b> | <p><b>Corporate Governance</b></p> <p>We are well governed and do business in a clear and transparent manner</p> | <p><b>Accountability Transparency</b><br/>We apply formal and transparent policies and procedures to ensure that external audits are effective and independent.</p> <p><b>Risk Management</b><br/>We regularly assess risks and use management and internal control systems, together with external accreditations such as ISO to manage these.</p> <p><b>Remuneration Committee</b><br/>The committee applies a formal and transparent policy on all levels of remuneration</p> |
|  | <p><b>Business Ethics</b></p> <p>We will treat our suppliers and customers fairly</p>                            | <p><b>Fair Payments</b><br/>All suppliers are paid within nett 45 days</p> <p><b>Modern Slavery</b><br/>We procure ethically, making every effort to ensure there is no modern slavery in our supply chain</p> <p><b>Digital Cybersecurity</b><br/>Maintain an above average Microsoft security score</p>  |
|  | <p><b>Reporting</b></p> <p>We pay fair taxes</p>   | <p><b>Tax Strategy</b><br/>We apply a fair and transparent tax strategy, applicable to UK operations</p>   |