

# A JUST TRANSITION

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## INTRODUCTION

A 'just transition' is the movement to a more sustainable economy in a way that's fair and inclusive for everyone (including those who currently work in carbonising industries), by making sure that no one is left behind.

London Square is committed to reducing greenhouse gas emissions in line with the Paris Agreement: limiting the global temperature increase in this century, to no more than 2°C.

Our approach to the transition is inclusive and therefore spans several stakeholder groups.

## EMPLOYMENT

As a London centric housebuilder, the Company provides direct and indirect employment through our subcontract workforce, to over 15,000 workers each month. We are proud to be a certified Living Wage Employer and to have achieved accreditation with the Greater London Authority's good work standard in December 2021.

London Square champion best practice employment standards and have scored an average of standard of 'very good' in 2022.

As signatories to the Social Mobility Pledge, London Square ensure fairness and inclusion are at the heart of our developments. Providing opportunities for skills development and new employment opportunities for local people and those from disadvantaged groups, is centric to our development schemes.

London Square is an Outstanding Workplace, having been recognised for our industry leading employee engagement score in 2021 and 2022, by People Insights. We pride ourselves on being an inclusive employer of choice, committed to building inclusive communities where people want to live and work.

## OUR SUPPLY CHAIN

London Square are committed to consciously considering the environment and labour standards, by working trusted suppliers, contractors, architects and consultants within our supply chain. Minimising the environmental impact of the design and materials used within our build process, whilst maximising the social impact of the overall development for customers and communities.

Our Sustainable Procurement Policy has been developed to ensure that all staff involved in the procurement of goods and services routinely consider how we can enhance and protect our shared environment, contribute to the health and well-being of society, and build a sustainable economy through our procurement decisions.

To embed sustainability considerations into the decision-making process, the purchasing department categorise goods and services and prioritise potential issues selected because they make a significant contribution to sustainability and labour standards. The team must consider the likely impact of making the purchase and identify opportunities to mitigate negative impact or take positive sustainable action.

In addition, London Square's supply chain are invited to join the Supply Chain Sustainability School by personal letter from the Commercial Director to support their sustainability journey.



# LONDON SQUARE

## INNOVATION AND SKILLS

London Square's suppliers join us on our Just Transition journey as we work with them to introduce carbon reducing techniques to incorporate in our build process, these include; locally sourced products, modern methods of construction, increased recycling, reducing single use packaging and shortening transport journeys.

2023 sees London Square investing in research projects to create greater efficiencies in both our build process and our end product. This year we are examining both through wall design and window technologies and are excited to deliver the results through new sustainable innovations on site, in the future.

Our developments at Holloway Park and Brixton Rec Quarter both include plans for a Green Skills Hub, for the promotion and provision of green skills training to the local community. Training for Islington residents has already commenced at a temporary location, ahead of the permanent facilities opening at the Holloway site.

Finally, London Square's membership of the Future Homes Group means we are working collaboratively with the homes sector and government groups to meet the climate and environmental challenges ahead.

## CUSTOMERS

At London Square our vision is to bring sustainable living to the Capital. Combining our collaborative and 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.

London Square recognise that a sustainable future goes beyond homes for private sale and have worked successfully in partnership with both local authorities and housing associations to deliver a significant proportion of homes for social rent.

In 2021, the Group expanded operations and business streams which included the formation of Square Roots, a registered provider of homes for shared ownership and affordable rent. Square Roots allows the group to make a significant and inclusive contribution to the London housing market, through our broadly diverse range of schemes we provide Londoners with a choice of sustainable living options in the Capital and the commuter belt.