UK CORPORATE SOCIAL RESPONSIBILITY

REPORT 2020

RESPONSIBLE, SUSTAINABLE REAL ESTATE

savills

FOREWORD

By James Sparrow, CEO, Savills UK & EMEA

2020 was an unprecedented year that emphasised global connectivity and the importance of governments, business and communities around the world working together in tackling global challenges. The COVID pandemic has increased the focus and attention, not only on our health and wellbeing, but also on our inevitable connection with our society, nature, and the risks facing our planet.

Over the year, we continued to embed and build on our Environmental, Social and Governance strategy as a business. Our strategy plans out our journey towards 9 of the 17 United Nations Sustainable Development Goals (SDGs) to which we have aligned ourselves, you can read more about our SDG framework below. SMART targets which move us further towards these goals are reviewed quarterly, and we continue to see good progress on this endeavour, the 2020 highlights from which we are proud to share within this report.

At Savills UK we recognise the need for urgent action in addressing the climate crisis and rapidly transitioning to a greener, safer and more resilient economy.

We are committed to improving the impacts that our operations have on the environment, managing the climate-related risks and working together with our clients, suppliers and local communities towards delivering a more sustainable future. In 2020 we took a significant step forward, committing to deliver net-zero carbon emissions by 2030 as a UK business[1].

In 2020 our emissions were reduced by 36%[2], of course we understand a proportion of that saving is due to the temporary lowered office occupancy and increased homeworking.

The challenge will be to come back stronger and more efficient; taking from the learnings of the year, and continuing to reduce our emissions. Our road map to net-zero, built around our SDG on Climate Action, is helping us break-down this target into practical and trackable steps.

The Savills Earth Consultancy Group continues to bring together our expertise and provide all the services necessary to support and advise clients on their sustainability and carbon reduction strategies. A few highlights from their project work in 2020 are shared here. Our focus remains dedicated to enabling our clients to proactively engage with their real estate assets on this key agenda. We recognize that each of our clients' requirements are different and with this in mind we strive to deliver support which is relevant, and results driven.

OUR SUSTAINABLE DEVELOPMENT GOALS

Growth: Maintaining a positive impact within the communities we serve and inspiring sustainable behaviours across the value chain of our operations.

People: Creating healthy workplaces, developing talent and promoting diversity and inclusion within real estate.

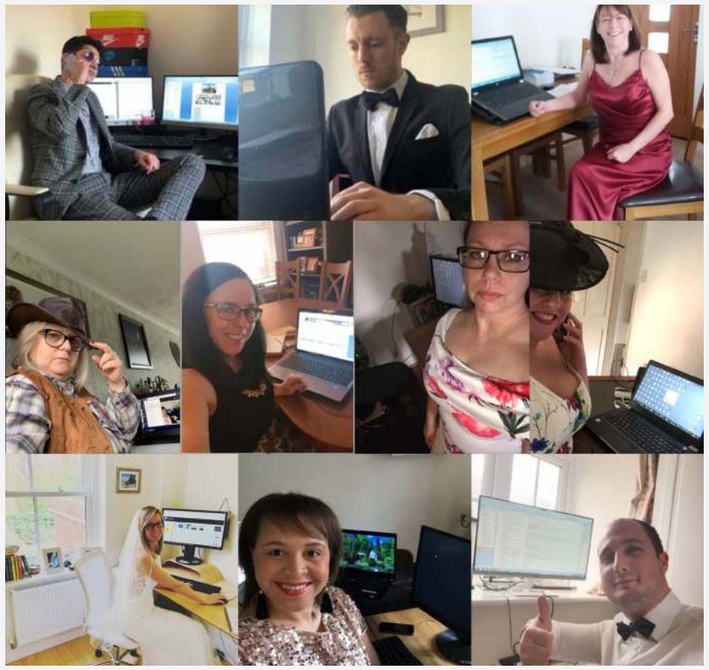
Disruption: Achieving Net Zero by 2030 and influencing our stakeholders to work towards carbon neutrality.

Clients: Unifying our cross-sector expertise to create Savills Earth; providing thought-leadership and best practice to our clients.

Finance: Enhancing our social impact and mitigating consequences associated with climate risk.

[1] REFERRING TO SCOPE 1 & 2 EMISSIONS GHG PROTOCOL
[2] COMPARED TO OUR 2018 BENCHMARK

HOW WE SUPPORTED EACH OTHER
AND OUR COMMUNITIES IN 2020



Protecting our environment

Net-Zero

WE COMMITTED TO BECOMING A NET-ZERO CARBON BUSINESS BY **2030***

5 million

SAVILLS FORESTRY TEAMS HAVE HELPED FACILITATE PLANTING OF OVER 5 MILLION TREES, AS PART OF OUR WOODLAND CREATION PROJECTS IN THE UK

36%

36% REDUCTION IN OUR CARBON EMISSIONS SINCE 2018*

85%

85% OF THE ELECTRICITY WE PURCHASED FOR OUR OFFICES WAS **FROM GREEN TARIFFS**

31 Offices

31 OFFICES INVESTED IN MORE EFFICIENT APPLIANCES AND TECHNOLOGY TO REDUCE THEIR FOOTPRINT

*REFERS ANNUAL SCOPE 1 & 2 EMISSIONS – WORKPLACES AND COMPANY OWNED VEHICLES

Empowering our communities

20

20 UK OFFICES PARTNERED WITH LOCAL STATE SECONDARY SCHOOLS TO SUPPORT MENTORING, CAREERS ADVICE AND CREATING A LONG-TERM PARTNERSHIP THAT CAN PROVIDE OPPORTUNITIES TO WORK-EXPERIENCE STUDENTS

436

SAVILLS UK STAFF UNDERTOOK OVER **436 HOURS** OF PRO-BONO ADVICE, CONSULTING AND SUPPORT TO 21 DIFFERENT CHARITIES ACROSS THE UK

£150,000

INSTEAD OF OUR NORMAL SEASONAL CELEBRATIONS, WE DONATED THE FUNDS FOR THESE EVENTS TO **18 LOCAL CHARITIES** INCLUDING THOSE TACKLING HOMELESSNESS AND FOOD POVERTY

£192,870

WE DONATED £192,870 TO THE LANDAID COVID EMERGENCY FUND

22

SAVILLS UK ALSO SPONSORED A FURTHER 22 GROWING TOWERS TO BE PLACED IN PRIMARY SCHOOLS THROUGH THE GENEROSITY OF VARIOUS OFFICES/DIVISIONS

Fostering a responsible work culture

TOP 100

WE WERE LISTED IN THE RATEMYPLACEMENTS TOP EMPLOYER FOR UNDERGRADUATES

14th

TIMES PROPERTY GRADUATE EMPLOYER OF CHOICE AWARD FOR THE 14TH YEAR IN A ROW

£1.51million

WE GAVE OVER **£1.51M TO CHARITY** IN 2020, RAISING MONEY THROUGH CHALLENGES, APPEALS AND BAKE SALES TO SUPPORT THOSE STRUGGLING MOST DURING THE PANDEMIC

3,000 miles

ALEX SOSKIN, A DIRECTOR IN OUR LONDON RESIDENTIAL DEVELOPMENT DEPARTMENT, AND HIS TEAM OARDACITY COMPETED IN THE TALISKER ATLANTIC CHALLENGE, **ROWING UNAIDED - 3,000 MILES.** ALONGSIDE 4 FELLOW ROWERS, OARDACITY RAISED AN INCREDIBLE £102,363 FOR THE CHRISTINA NOBLE CHILDREN'S FOUNDATION

6,583

WE TRAINED 6,583 DELEGATES IN 2020, **UP BY 24% COMPARED TO 2019**

Acting as an Advocate

34,000 acres

WE HELPED OUR CLIENTS UNDERSTAND THE TRUE VALUE OF THE NATURE ON THEIR LAND BY UNDERTAKING NATURAL CAPITAL AUDITS ON **OVER 34,000 ACRES OF LAND** FOR PRIVATE AND INSTITUTIONAL LAND OWNERS

840

WE DELIVERED A **2.6MW SOLAR** ENERGY PROJECT FOR OUR CLIENTS AEW, WHICH WILL CREATE ENOUGH RENEWABLE, CLEAN ENERGY TO POWER OVER 840 HOMES A YEAR

15,945

OUR SUSTAINABILITY HUB, SAVILLS EARTH, PRODUCED 33 BLOGS ON A RANGE OF SUSTAINABILITY TOPICS, REACHING NEARLY 16,000 READERS

13 Clients

13 CLIENTS SUPPORTED IN GLOBAL REAL ESTATE SUSTAINABILITY BENCHMARK (GRESB) TO BETTER UNDERSTAND THE ENVIRONMENTAL PERFORMANCE OF THEIR REAL ESTATE INVESTMENTS

99

WE DEVELOPED AN ADVANCED SUSTAINABILITY SOFTWARE APPLICATION CALLED SAVIQ IMPLEMENTED BY 6 CLIENTS IN 2020, MANAGING AND REVIEWING 99 PROPERTIES QUARTERLY, WITH A FURTHER 61 REVIEWED ON AN ANNUAL BASIS

9GW

OUR ENERGY SPECIALISTS CONSULTED ON APPROXIMATELY 9GW OF PROPOSED AND OPERATIONAL **RENEWABLE ENERGY** AND ENERGY STORAGE PROJECTS IN 2020

OUR ENVIRONMENT

Across our UK operations, we continue to commit to mitigating our impact on the environment. We understand that reducing our resource use, is not just good for the planet, but for our people, our communities and our business future.

In 2020, we announced that Savills will be a net-zero carbon business by 2030, and we began our work to achieve this goal immediately. Investing in best practice sustainability and data management systems remains a priority, helping the entire business shift to a more sustainable way of working. On the back of this work, our 2020 Green House Gas (GHG) results showed we had significantly reduced our carbon footprint, reducing the amount of GHG we are emitting by 36%* in the UK. While we understand that part of that reduction was due to the temporary reduction in occupancy of many of our offices, we also recognise the hard work done to improve the efficiency of our work spaces.

Investing in renewable energy is one of the most effective ways to reduce your footprint, 85% of our electricity and 45% of our gas is provided by green tariffs, and we work towards 100% coverage. We have installed technology to further reduce our consumption in our offices, including LED lighting, motion-activated lighting and even adding charge points for electric vehicles.

The majority of our offices are certified to ISO 14001, the best practice industry standard of environmental management. There is still work to do of course, our recycling rate has reduced, mostly due to changes in Covid hygiene and contamination processes, however, we remain committed to reducing our general waste volume and ensuring recycling is maximised, as we adapt to a post-pandemic lifestyle.

We encourage every employee to support our SDG goals; our Norfolk office is a perfect example of our people's engagement and contribution, encouraging teams to measure their own carbon footprint of their commute. This motivated more team members to ditch the diesel and walk, run, cycle and scoot into the office.

We continue to strive for excellence in the industry, our Savills Earth energy and sustainability consultancy services have advised on some of the largest renewable energy projects in the UK, and we continue to strive to support the national goal to get the United Kingdom to net-zero carbon by 2050.

**DURING CALENDAR YEAR 2020 COMPARED TO 2019*

65%

PAPER USE HAS REDUCED BY APPROX. 65%*

**DURING CALENDAR YEAR 2020 COMPARED TO 2019*

99

WE DEVELOPED AN ADVANCED SUSTAINABILITY SOFTWARE APPLICATION CALLED SAVIQ IMPLEMENTED BY 6 CLIENTS IN 2020, MANAGING AND REVIEWING 99 PROPERTIES QUARTERLY, WITH A FURTHER 61 REVIEWED ON AN ANNUAL BASIS.

OUR CLIENTS

We continue to deliver exceptional results while encouraging social and environmental best practice.

We strive to offer industry leading advisory services covering sustainability and energy management, sharing best practice and thought leadership to influence better decision making. With over 85 environmental, social and energy consultants within Savills UK, and a team of researchers bringing together best practice and innovation, we have worked over the last year to produce a range of posts on key ESG issues, including "Savills' Top 10 ESG business tips" and our 33 blogs were viewed almost 16,000 times, further emphasising how important sustainability is to our clients and wider industry.

The Savills Earth team have developed an advanced sustainability software application called SavIQ which is a holistic data management tool capable of collating data across a site (or portfolio of sites) for a variety of client needs, such as sustainability benchmark reporting and stakeholder engagement. Now used by 6 clients including at Southside Shopping Centre, SavIQ allows us to manage and review 99 properties annually, delivering excellent client service. We continue to provide expert consulting to our clients, including the Here East Site who won the RICS Award for Social Impact.

We advised on the largest installation of solar energy in Wales, so vast that it was the first of its kind to require National Significant Development Planning permission. Our team in Liverpool advised our clients at the council to create a net-zero carbon plan for the City of Liverpool. Our team at Moor House advised on the installation of a Toucan Eco Active Machine to provide a natural, green cleaning solution. This means that all chemical based cleaning products have been replaced with a safe, powerful disinfectant.

These experiences, alongside the expansion of the Savills Earth team advising on Sustainability, means we will continue to offer excellence in our client advisory, and we can continue to drive forward thought leadership that will help our clients and our own company deliver net-zero carbon and against the sustainable development goals we work towards.

OUR PEOPLE

We remain focused on supporting the delivery of a best in class client service through a motivated, engaged and diverse workforce.

Our people are our greatest asset, and as such we strive to ensure Savills is not only a wonderful place to work, but fosters a safe and fair environment that is equal, inclusive, and accessible for all. In 2020, we built upon our existing mental health awareness progress, recognising the challenges and effects of the pandemic on our colleague's wellbeing, and actively taking steps to provide support across our business. Many of our trained Mental Health Champions helped to run team initiatives throughout the year, in addition to our company wide events, such as on World Mental Health Day and Time to Talk Day. These initiatives included virtual coffees sessions, virtual exercises classes, team competitions, virtual walks and online webinars. We value diversity and inclusion, actively striving to create a supportive environment for everyone to be respected and the best they can be. We acknowledge the historic diversity imbalances within the property industry and continue to actively focus on diversity and inclusion within our business. We hosted several internal events to celebrate diversity and raise awareness, including for International Men's Day, International Women's Day, International Wheelchair Day, Pride 2020 as well as others. We rely increasingly on screening our applicants blindly during the recruitment process, with all 2020 Graduate Scheme applications being screened and shortlisted in this way.

We moved our training programmes into a fully digital format, allowing our colleagues to continue their learning and self-development whilst working from home. Our training courses cover an extensive range of topics including soft skills, management skills, self-care, wellbeing and even webinars on juggling home schooling and work for our working parents. We have a responsibility to support our people while they adapt to working at home and lockdown, and all the difficulties this brings. We also added a range of non-work training videos to encourage staff on furlough to keep learning: from guitar for beginners, to language classes we saw a great uptake of these. We also encouraged our managers to participate in training to further support staff to deal with isolation, loneliness, grief and anxiety.

Our commitment to supporting our people was reflected in our 2020 awards. For the 14th consecutive year we retained the Times Property Graduate Employer of Choice Award, we were listed in RateMyPlacements Top 100 Undergraduate Employers list and as the Top Undergraduate Placement for Property. We also ranked 12th in the RateMyApprenticeship Top 100 and ranked 3rd in the Central London Regional Employers list.

Despite the pandemic, our people continued to run, walk, hike, swim, row, bake, shake and dance their way to raising a truly incredible £1.51million for those who need it most, at the most challenging of recent times. This support is vital and makes an enormous impact: C4WS, a charity that helps homeless people rebuild their lives shared a few words of thanks, "(it) is heartening to know that other people and organisations are thinking about and caring for the people in need."

During the pandemic, our people supported their communities through the NHS First Responder App. The app is a terrific way to support vulnerable people in local areas to get essential food and medicines. We also connected with thousands of other volunteers to build the Loneliness Lab, an initiative that brings experts together virtually to design connection into the places where we live, work, and learn.

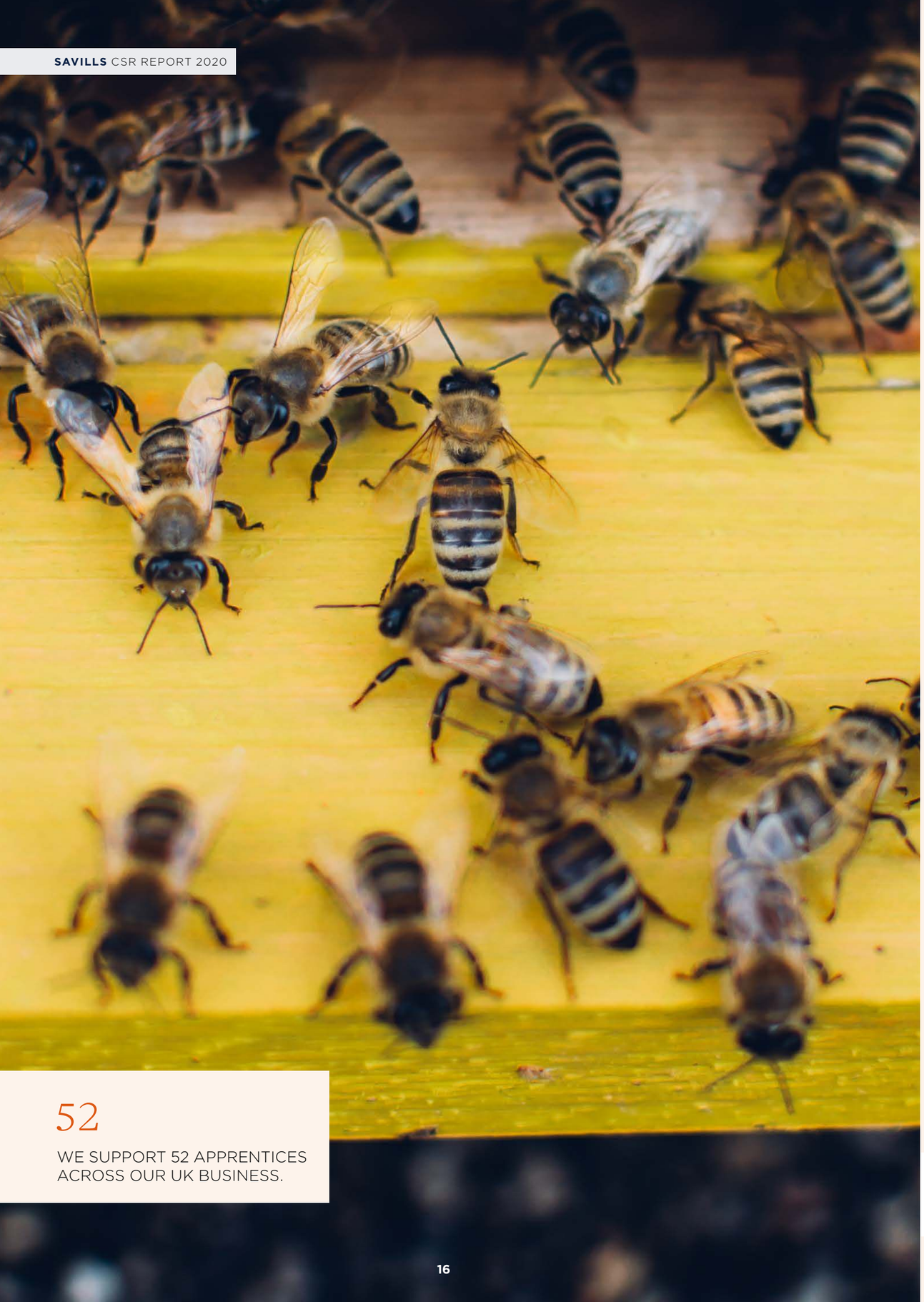
> "We cannot thank you enough for putting C4WS forward for consideration of being awarded this absolutely phenomenal donation. This time of the year is the hardest for us and COVID-19 has really compounded that so receiving this money will not only make a much-needed life-changing difference to our guests but is heartening to know that other people and organisations are thinking about and caring for the people in need we work with."
>
> Sam Forsdike & Lazlo Balla at C4WS.

3,000 miles

ALEX SOSKIN, A DIRECTOR IN OUR LONDON RESIDENTIAL DEVELOPMENT DEPARTMENT, AND HIS TEAM OARDACITY COMPETED IN THE TALISKER ATLANTIC CHALLENGE, ROWING UNAIDED 3000 MILES. ALONGSIDE 4 FELLOW ROWERS, OARDACITY RAISED AN INCREDIBLE £102,363 FOR THE CHRISTINA NOBLE CHILDREN'S FOUNDATION.

6%

IN 2020 WE PROMOTED 317 EMPLOYEES, INCLUDING 6% MORE WOMEN TO DIRECTOR STATUS COMPARED TO 2019.



52

WE SUPPORT 52 APPRENTICES ACROSS OUR UK BUSINESS.

OUR BUSINESS ETHICS

We are committed to ethical, responsible and professional conduct across all parts of our business.

As we grow, we remain committed to delivering business responsibly, striving for excellence in our sector. We know that to do this, we must build a framework that provides the tools for every staff member to work in this way.

We have zero tolerance in relation to corruption, bribery and financial crime. All staff are required to participate in a learning programme, as well as a suite of other training to understand money laundering, modern slavery and to encourage whistleblowing where circumstances require.

Our commitment as an ethical and inclusive employer continues; listed by Stonewall on the Workplace Equality Index; we are a Level 2 Disability Employer and hold the RICS Inclusive Employer Equality Mark (IEQM).

Our commitments grew in 2020 as we joined the EG Future Female Leaders Programme, supporting gender equality in the workplace.

Being an ethical business also means supporting safety and equality in the workplace. This means our staff also participate in unconscious bias training, health and safety training, as well cyber security and compliance. As an ethical business, we added new training programmes to our HR portal in 2020. Alongside the addition of sustainability and CSR training, 8 other webinars and training sessions were added for staff to continue learning.

OUR COMMUNITY

Savills is committed to supporting the communities around where we live and work. We do this through corporate donations, pro-bono support and through our staff volunteering for their charities, schools, community groups, hospices and hospitals.

We understand the value that helping others can bring, to our personal happiness and wellbeing but also to improve our own professional competencies and soft skills.

In 2020, we all were reminded of the importance and value of supporting those in need. So when our partners, LandAid, requested emergency support to cope with the impact of the pandemic, we responded, donating over £192,000. As well as offering them pro-bono consultants and volunteers to provide services to their partners over 2020, valued at a further £71,000. Two senior staff members volunteer to join an advisory board with LandAid, offering valuable leadership during the pandemic. The Big House Charity and The Back Up Trust, charity partners of our Socioeconomic Diversity & Inclusion Group, were also supported with significant corporate donations of £10,000 each, the Back up Trust received a further £10,000 to support their annual fundraising gala.

Our Lettings Team supported more than 20 different charities by donating unclaimed tenant deposits, totaling £937,500 and created an enormous impact for local charities across the UK.

As volunteers, we supported our partners Rethink Food Initiative with their World Food 2020 Event, this lead us to purchasing 22 food growing towers for school classrooms, teaching children about how food is grown, biology and environmental stewardship.

Our work in school continued as our teams were connected via Career Ready, to mentor students and schools in London and to support them through the Career Ready Masterclass. As part of our commitment to creating long-term partnerships with UK Schools, we offered work-experience and careers advice.

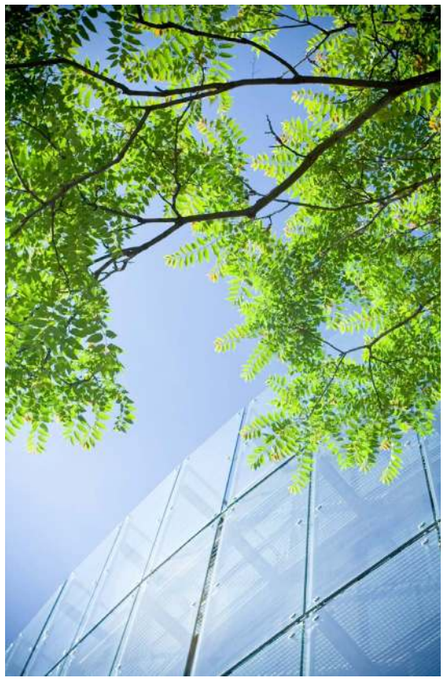
We finished 2020 in a powerful way: with Christmas party events and celebrations cancelled due to lockdown, we were inspired to donate the money for these events to organisations and charities in the communities around our offices. In 2021 we hope to build the connections with the community, promoting more volunteering, pro-bono support, corporate donations and more fundraising.

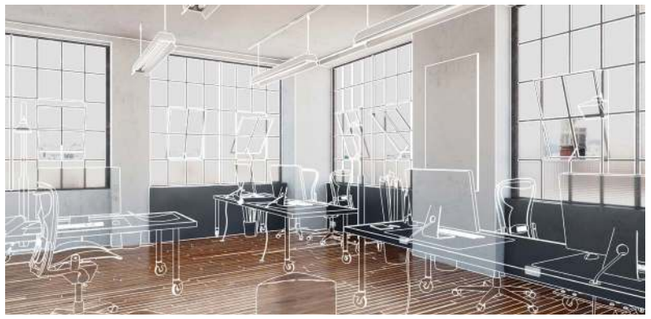
12

12 SAVILLS VOLUNTEERS SIGNED UP TO THE CAREER READY MENTOR PROGRAMMING, OFFERING A COMBINED 144 HOURS OF ONE TO- ONE CAREERS GUIDANCE TO SECONDARY STUDENTS.

22

SAVILLS UK ALSO SPONSORED A FURTHER 22 GROWING TOWERS TO BE PLACED IN PRIMARY SCHOOLS THROUGH THE GENEROSITY OF VARIOUS OFFICES/DIVISIONS.





SAVILLS UK AND CSR
AT A GLANCE

What does CSR mean for Savills UK?

Corporate Social Responsibility (CSR) is all about understanding our impacts; we strive to be a responsible, ethical company and part of that means recognising that not all of our business activity is positive for our environment and communities. CSR recognises these impacts, measures them and creates strategies to minimise them. There are a few different names, some call it corporate sustainability, others call it responsible business or Environmental Social and Governance (ESG), but always with the same goal of creating a positive, fair and equal workplace, which does not have a profoundly negative impact on the planet, or the local and wider communities.

Is there a business case for CSR?

Reducing our carbon footprint means reducing our consumption and costs, like energy bills. Our responsible consumption goal also helps us to reduce office material purchases and waste removal costs. Part of what we do is compliance-led, so failing this obviously has financial implications, and we fully expect the boundaries and scope of legislation to expand, so we work to remain ahead of legislation. Supporting the community is also very important to our employees, according to the most recent Tolerance report 62% of millennials want their career to have a positive impact on the planet, and that 53% of all respondents would work harder for a company that does good. Knowing that property accounts for about 40% of global emissions, means we must remain active at engaging in CSR and aim for best practice in the industry.

What is Net Zero, and what does our UK target cover?

Net Zero is achieved when an organisations emissions of greenhouse gas have been reduced to zero, or the volume of gas emitted each year has been offset, through the purchase of carbon credits. Depending on the organisation's degree of control over each emission, a business's activities are split over three scopes. Our target, to achieve net-zero emissions by 2030, will cover our scope 1 and 2 emissions – those from company vehicles, heating and lighting in our offices and the electricity that we purchase. Read more about Net-Zero and creating a Net-Zero Pathway here.

What is "social value" and how do we calculate it?

Social value is a way of describing the social, economic and environmental benefits that a business, programme or individual generates through a particular activity or intervention. It is important to consider and measure this social value from different perspectives and examples could be the value we experience from increasing a student's confidence, providing work to someone who was long term unemployed or from being provided work experience opportunities.

Understanding how certain measures and activities generate social value allows us to provide a more valuable service and better understand how we can create more impact in the communities in which we work and live. During 2021 we have started work to calculate our social value in partnership with the Social Value Portal and we will be issuing highlights from this project soon.

GLOSSARY OF TERMS

CSR	CORPORATE SOCIAL RESPONSIBILITY: THE CONCEPT THAT AN ORGANISATION HAS A RESPONSIBILITY TO SOCIAL AND ENVIRONMENTAL CAUSES OUTSIDE THEIR NORMAL BUSINESS PRACTICE.
ESG	ENVIRONMENT, SOCIAL, GOVERNANCE: A TERM THAT SUMMARISES SUSTAINABILITY IN ACTION, COMMONLY REFERRED IN A FINANCIAL OR RISK MANAGEMENT SETTING TO HELP ORGANISATIONS TO UNDERSTAND THE FINANCIAL AND BUSINESS RISKS ASSOCIATED WITH OUR CHANGING ENVIRONMENT AND SOCIAL LANDSCAPE.
Greenhouse Gas Emissions (GHGs)	A COLLECTIVE NAME FOR THE GROUP OF GASES THAT ARE EMITTED FROM THE PROCESSES OF NON-RENEWABLE (CARBON BASED) ENERGY, SUCH AS OIL, COAL OR PETROL. GHGS INCLUDE CARBON DIOXIDE (CO2), NITROUS OXIDE (NO), METHANE ETC. SO NAMED FOR THEIR SIGNIFICANT CONTRIBUTION TO THE GREENHOUSE EFFECT (CLIMATE CHANGE).
Carbon Footprint	A MEASURE OF AMOUNT OF GREENHOUSE GASES THAT ARE EMITTED BY AN ORGANISATIONS AND THEIR ASSOCIATED BUSINESS PRACTICE. THE FOOTPRINT MEASURES THINGS SUCH AS TRAVEL, ELECTRICITY CONSUMPTION, WASTE MANAGEMENT ETC AND IS REPORTED AS A SINGLE NUMBER, MEASURING THE COMBINED EQUIVALENT VOLUME OF GHGS EMITTED EACH YEAR, E.G. 747 TONNES CO2E.
Net-Zero Carbon	THE PROCESS OF REDUCING AN ORGANISATION'S ANNUAL EMISSIONS SUCH THAT THEY ARE EQUIVALENT TO 0 TONNES CO2E . THIS PROCESS WILL OFTEN INVOLVE REDUCING EMISSIONS AS MUCH AS POSSIBLE AND CHANGING TO RENEWABLE ENERGY SOURCES. HOWEVER, WHERE THERE ARE RESIDUAL EMISSIONS WHICH CANNOT BE REMOVED OR REDUCED, THESE ARE OFTEN OFFSET.
Carbon Offsetting	THE PROCESS OF PURCHASING CARBON CREDITS ON THE INTERNATIONAL MARKET TO OFFSET THE FOOTPRINT. CARBON CREDITS ARE A FORM OF CRYPTOCURRENCY THAT ALLOWS ORGANISATIONS TO FUND CARBON SINKS, SUCH AS CONSERVATION, REWILDING, REFORESTING AND REGENERATIVE AGRICULTURE PROJECTS IN EXCHANGE FOR CREDITS THAT ALLOW THEM TO BECOME 'NET-ZERO'.
Carbon Negative	WHEN AN ORGANISATION GOES PAST NET-ZERO BY PURCHASING MORE CARBON CREDITS, OR PRODUCING MORE RENEWABLE ENERGY, THAN IT USES.
True Net Zero Carbon	TRUE ZERO IS ACHIEVE WHEN AN ORGANISATION IS NO LONGER EMITTING ANY GHGS AT ANY PART OF THEIR BUSINESS PRACTICE. THIS IS VERY DIFFICULT TO ACHIEVE AND WILL REQUIRE NEW TECHNOLOGY AND SYSTEMS.
Green Tariffs	A GREEN ENERGY TARIFF WORKS BY THE SUPPLIER PROMISING TO MATCH ALL OR SOME OF THE ELECTRICITY YOU USE WITH RENEWABLE ENERGY, WHICH IT THEN FEEDS BACK INTO THE NATIONAL GRID. SO, THE MORE PEOPLE WHO SIGN UP TO A GREEN ENERGY TARIFF, THE BIGGER THE PERCENTAGE OF GREEN ENERGY IN THE NATIONAL SUPPLY.
Sustainable Development Goals (SDGs)	CREATED BY THE UNITED NATIONS, THE SDGS ARE 17 GOALS FOR COMMUNITIES, BUSINESSES OR GOVERNMENTS TO WORK TOWARDS TO CREATE A SUSTAINABLE PLANET.
COP26	THE 26TH EDITION OF THE UN CONFERENCE OF THE PARTIES, AN INTERNATIONAL MEETING OF GOVERNMENTS ON CLIMATE CHANGE.

APPENDIX

Our Greenhouse Gas Emissions & Carbon Footprint Table

TOTAL UK GHG EMISSIONS	CO2E EMISSIONS, TONNES				% CHANGE VS 2019	% CHANGE VS 2018	% CHANGE VS 2016
	2020	2019	2018	2016			
Scope 1 (Direct)	339	334	643	1,229	1.7%	-47.2%	-72.9%
Scope 2 (Indirect, location based)	1,515	1,866	2,264	3,026	-18.8%	-33.1%	-38.3%
Scope 2 (Indirect, market-based)	955	1,030	1,388	-	-7.4%	-31.2%	-
Total Scope 1 + 2 (location based)	1,855	2,200	2,907	4,255	-15.7%	-36.2%	-48.3%
Total Scope 1 + 2 (market-based)	1,294	1,364	2,031	-	-5.1%	-36.3%	-
Total energy use, MWh	8,307	8,913	11,071	-	-6.8%	-25.0%	-
Floor area	47,600	48,124	-	-	-1.1%	-	-
Office-based staff (FTE yr. av. adjusted)	4,601	4,692	4,401	4,240	-1.9%	4.5%	-
GHG Intensity Ratio - financial	1.89	1.87	3.07	-	0.9%	-38.3%	10.7%
GHG Intensity Ratio - floor area	0.038	0.043	-	-	-10.6%	-	-
Data coverage - offices reporting data	128 / 128	136 / 144	-	-	-6%	-	-
Data estimation	26%	52%	-	-	-25.9%	-	-
Business travel emissions	27.00	133.86	-	-	-79.8%	-	-

Notes:
1. Total Scope 1 and 2 emissions and GHG financial intensity ratio are calculated using the market-based Scope 2 emissions
2. GHG intensity ratio of our offices is calculated using the location-based Scope 2 emissions

Reporting Methodology

We report our GHG Emissions using the revised edition of the GHG Protocol Corporate Accounting and Reporting Standard, the GHG Protocol Scope 2 Guidance and the UK Government Guidance on Streamlined Energy and Carbon Reporting (SECR). Our GHG emissions reporting boundary is based on an operational control approach and includes emissions from Savills PLC and Group subsidiaries. Reported Scope 1 emissions relate to emissions from business travel by the Group owned or leased

vehicles and the combustion of fuels within our occupied offices. Scope 2 emissions are reported using both 'market-based' and 'location-based' methodologies and relate to electricity use in our occupied offices. Scope 1 and Scope 2 'location-based' emissions are calculated using regional/national emission factors published by International Energy Agency (IEA), the UK Government GHG Conversion Factors for Company Reporting, US Environmental Protection Agency (EPA), Swedish Environmental Protection Agency (SEPA), Australian Department of the Environment and Energy and other national agencies and internationally recognised guidelines for each reporting period. Under the Scope 2 'market-based' method, no emissions have been accounted for electricity supplies backed with the Renewable Energy Guarantees of Origin and, where possible, residual mixes were used to account for the remaining consumption.

To coordinate the global collection of GHG emissions data, a network of Environmental Reporting Nominees (ERN) has been established within Savills, reporting to the Group Legal Director & Company Secretary. Specialist third party verified environmental reporting software has been adopted to manage data quality review and verification process. Through the ERN network, reported greenhouse gas emissions have been collated using actual activity data wherever possible. In some instances, where activity data was not found to be wholly reliable or readily available, we have estimated the relevant emissions by using a range of standard carbon accounting measures, including extrapolating data and use of comparator indicator based estimation.

To allow easier comparison between reporting locations and year on year results, a standardised intensity ratio has also been applied. In previous years we reported the emissions intensity per average number of full-time equivalent office-based employees. With the recent COVID-19 impacts to our working arrangements and a growing shift towards more flexible workplaces, we have reassessed our reporting measures and have instead selected two key alternative intensity metrics to report on our performance. The first of these calculates our global Scope 1 and 2 'market-based' emissions intensity, expressed per group revenue. In the second, we report on Scope 1 and 2 'location-based' emissions intensity per square metre across our offices globally. The GHG intensity ratio of our offices excludes business travel and is focused on driving improvements in operational energy efficiency in buildings.

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