

An aerial photograph of ocean waves, showing white foam and deep green water. The waves are breaking in a series of parallel lines, creating a rhythmic pattern across the frame.

Savills UK

Sustainability Highlights Report 2021

Responsible, Sustainable Real Estate

The Savills logo, consisting of a yellow square with the word "savills" in red lowercase letters.

savills



Contents

- Foreword
- Our Sustainable Development Goals
- 2021 Highlights
- Our Environmental Impact
- Our Social Impact
- Our Governance Approach
- Glossary of Terms
- Appendix





Foreword

By James Sparrow, CEO,
Savills UK & EMEA



2021 was a year of resilience and urgency, and it was due to collaboration that we saw the 26th Conference of the Parties. As we transition to a new normal, it is important we take the lessons from 2021 and apply them to our international response to the climate crisis. Businesses, governments and individuals each have a responsibility to manage their actions and work collaboratively to protect our planet for ourselves and our families.

At Savills UK, our approach to Environmental, Social and Governance (ESG) matters is holistic, and we recognise the importance of responsible, sustainable real estate. We remain committed to 9 of the 17 United Nations Sustainable Development Goals (SDGs) most material to our business. Each of these goals acts as a blueprint for our sustainability strategy. Our strategy is championed at a UK board, divisional and individual level and we are proud to share our progress throughout this report.

In 2021, we published our **Net Zero Pathway** which outlines our carbon footprint and route to carbon neutrality. We have made significant progress to achieving our carbon neutrality goal, with a 44.5% reduction in our 2021 UK

scope 1 & 2 emissions compared with 2018, a further 11.8% reduction since 2020. Whilst hosting various events at COP26, we launched our research **Real Estate and the Carbon Challenge** indicating the work still to be done. Whilst we recognise the challenges faced, our fundamental focus is to inspire our people, clients and peers to embark on the journey to sustainable real estate.

Savills Earth brings together over 100 energy and sustainability experts to offer bespoke consultancy advice to our clients. We promote thought leadership and launched real estate's first sustainability graduate programme, encouraging fresh perspective on a constantly evolving topic. Whilst each of our client's assets and aspirations differ, we support our clients and industry to grasp the challenges ahead and implement proactive strategies in response.





Our Sustainable Development Goals

The SDGs have been chosen as the framework for the Savills (UK) Ltd sustainability strategy as they give a common language for sustainability reporting to our key stakeholders.

As a company we have looked at the SDGs and aligned ourselves to nine, where we feel we could make the largest impact. Sustainability remains integrated within our existing UK business strategy. Each Sustainable Development Goal has an associated objective.



Good Health & Wellbeing

Our goal is to provide healthy workplaces, encourage healthy lifestyles and raise awareness of mental health and wellbeing



Quality Education

We aim to create opportunities for growth and development for our people and within the communities that we impact



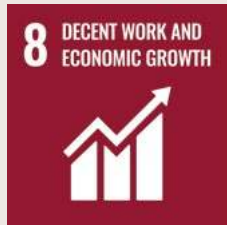
Gender Equality

We actively promote gender equality and aim to create a diverse and inclusive environment for all



Affordable & Clean Energy

We aim to maximise energy efficiency, and switch to using renewable energy across our workspaces



Decent Work & Economic Growth

We are committed to operating responsibly and providing fair, safe and diverse workplaces



Sustainable Cities & Communities

We work with government, national and local communities to create sustainable places



Responsible Consumption and Production

We seek to reduce our environmental impacts through active operational management and responsible procurement



Climate Action

We will minimise carbon emissions and work continuously towards net zero carbon targets globally



Life On Land

We expect our suppliers to operate responsibly and seek to protect biodiversity and ecosystems

2021 Highlights



- 

Our 2021 carbon emissions were **reduced by 44.5%** compared with 2018
- 

Hosted 3 exclusive events at COP26 and launched our research **Real Estate and the Carbon Challenge**
- 

Donated £1,108,022 to local communities via charities, businesses and community groups
- 

Our people **gave over 2,700 hours** for pro bono, charity work and educational support
- 

110 apprentices supported, meeting our target number early
- 

Reduced our printing by 71% compared with 2019
- 

Advised our clients on **over 23GW** of proposed and operational renewable energy capacity and **1.1GW** of demand capacity
- 

To develop across all areas of diversity and inclusion (D&I), **Savills UK has appointed a head of D&I**
- 

The Times Graduate Employer of Choice for Property for **15 Consecutive years**
- 

51% of our people promoted in 2021 were women

Our Environmental Impact

Environmental Highlights



Launched our **Net Zero Pathway**

108 of our offices are **ISO 14001 certified**

Partnered with the Tree Council as Jubilee Partners and worked as part of a team that planted 3000 trees

Savills PLC was listed by the Financial Times in their 2021 Inaugural Listing of **Europe’s Climate Leaders**

Energy saving policies installed on 9,485 IT devices

24,713 people reached via our thought leadership blogs on **ESG and sustainability**

Created **Savills Environmental Exchange** to match land owners with approved offset sites

Over 20 GRESB submissions managed or supported in 2021 for clients

11 Health and Wellbeing certification projects in progress or certified

8 new ESG strategies created for clients





Our Environmental Impact

We recognise the urgent need to respond proactively to the climate crisis. In accordance with **World Green Building Council guidance** we are committed to achieving net zero carbon operationally by 2030.

Operational net zero carbon means eliminating emissions from sources used to heat, light and power our workspaces and those associated with the companies grey fleet.

In 2021, we launched our [Net Zero Pathway](#) which is situated around five key commitments to be achieved by 2030. As well as occupying only assets that are net zero operational carbon; we will disclose our direct energy consumption and carbon emissions data within our annual Sustainability Highlights Report. We will also work to improve upon this dataset, with a view to verify via a third party. At Savills, we recognise the importance of the energy hierarchy and we commit to make every effort to procure only green tariffs for our offices by 2023. We will also continue to commission energy audits and optimisations across areas within our direct control. Finally we will continue to be an advocate for industry transformation, demonstrating leadership through core business activities and facilitate the wider uptake of net zero buildings through advisory work with clients.

We've been working hard to implement our pathway and our 2021 scope 1 and 2 GHG emissions totaled 1,128tCO₂e, a 44.5% reduction



since 2018, a further 11.8% compared with our last reporting period in 2020. We are improving our display lighting equipment by installing automatic timers for sites across the country. In addition, energy saving policies have been installed on 9,485 of our IT devices. Savills PLC's climate reduction efforts were recognised by the Financial Times as Savills PLC featured in the Financial Times' 2021 Inaugural Listing of Europe's Climate Leaders. Savills were also shortlisted at the 2021 Estate Gazette's Award for our sustainability efforts.

Whilst we are proud of our achievements so far, we understand that most of our GHG emissions come from scope 3 sources which we have measured for the first time this year and are committed to reducing. We have already seen considerable reductions in our business travel, and many of our meetings remain virtual. However, we understand that there is work to be done and the entire business and industry has a role to play. For this reason, at a group level, our global business Savills PLC has joined Race

to Zero and set science based targets that will enable the group to achieve net zero carbon for our scope 1, 2 and 3 emissions by 2040.

We hold ourselves accountable to our wider environmental impacts through our ESG strategy, which is championed at a UK board, divisional, office and personal level. 108 of our offices hold ISO14001 certification which means that we are externally audited on our environmental risks and have plans to maximise our opportunity areas. Changing working patterns and sanitation requirements has meant that our recycling rate remains a challenge and is currently at 44%. To address this, we have changed waste contractor and in 2022 we are offering our offices additional recycling streams such as food waste to minimise contamination and accelerate progress towards our target recycling rate of 75%.

We committed to a 25% reduction in our paper consumption by 2023 compared with our 2019 baseline. In 2021 we exceeded this target,



Our Environmental Impact



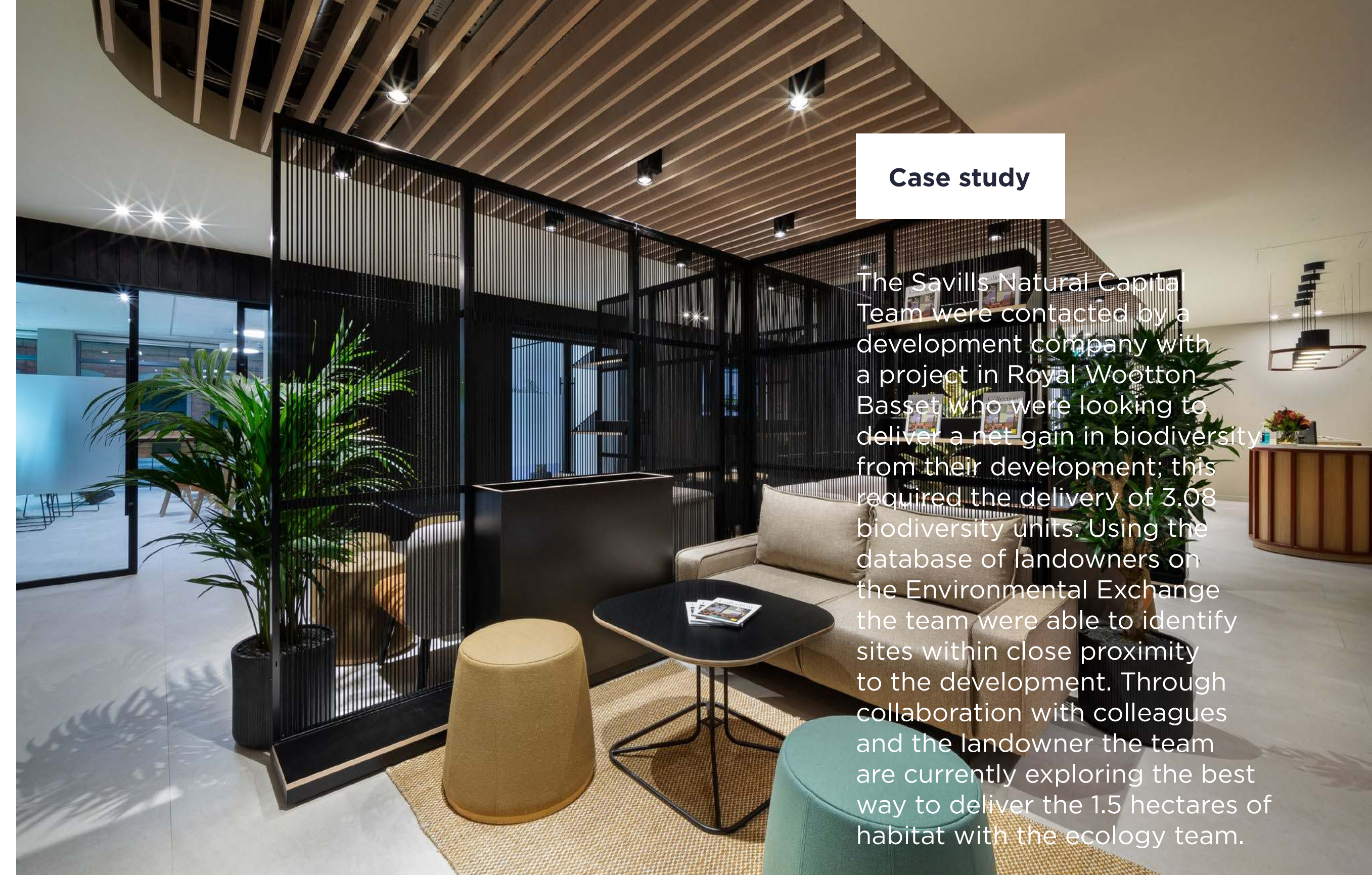
Whilst many thought the COVID19 pandemic would hinder climate action, we've seen a growing demand for sustainability, energy and engineering expertise.

printing 71% less than in 2019. A further 6% reduction compared with 2020. Whilst some of this progress will be due to home and agile working practices, many of our divisions are removing paper brochures and others have set targets to become entirely paperless in the coming years; suggesting that this transition is here to stay.

Savills Earth consolidates our established lines of business and expertise to deliver the very best sustainability, energy and carbon strategies on behalf of our clients. With over 100 specialists in the team, Savills Earth turns client sustainability and energy aspirations into a reality.

Whilst many thought the COVID19 pandemic would hinder climate action, we've seen a growing demand for sustainability, energy and engineering expertise. Our energy team continued to provide market leading consultancy and in 2021 advised on over 23GW of proposed and operational renewable energy capacity and 1.1GW of demand capacity.

In 2019, Savills Earth launched SavIQ, a data management tool that collates data across a site (or portfolio of sites) for a variety of client needs including sustainability benchmark reporting. During 2021, six new projects were set up and



Case study

The Savills Natural Capital Team were contacted by a development company with a project in Royal Wootton Bassett who were looking to deliver a net gain in biodiversity from their development; this required the delivery of 3.08 biodiversity units. Using the database of landowners on the Environmental Exchange the team were able to identify sites within close proximity to the development. Through collaboration with colleagues and the landowner the team are currently exploring the best way to deliver the 1.5 hectares of habitat with the ecology team.

a total of 12 clients used the tool to improve their data and reporting. We also completed 23 BREEAM In-Use assessments and supported 8 new clients to develop ESG strategies.

We responded to this growth in demand by launching the first real estate Sustainability Graduate Scheme; involving a route to professional Chartership and a two year rotational training programme. Graduates rotate through various sustainability service lines such as BREEAM In-Use, GRESB and ISO14001, providing our graduates with the skills and knowledge to choose their preferred specialism.

From 2023, the new Environment Act will mandate that all significant developments result in a 10% biodiversity net gain. In many instances, this is not feasible on the development site itself and developers seek alternative land that can be dedicated to biodiversity uplift. To respond, the Savills Natural Capital team have developed a new tool 'Savills Environmental Exchange (SEE)' to match developers looking for sites to fulfil their environmental obligations with landowners who have approved offset sites to offer.



Our Environmental Impact



We continue to share emerging ESG trends and market research through our blog series and podcasts.

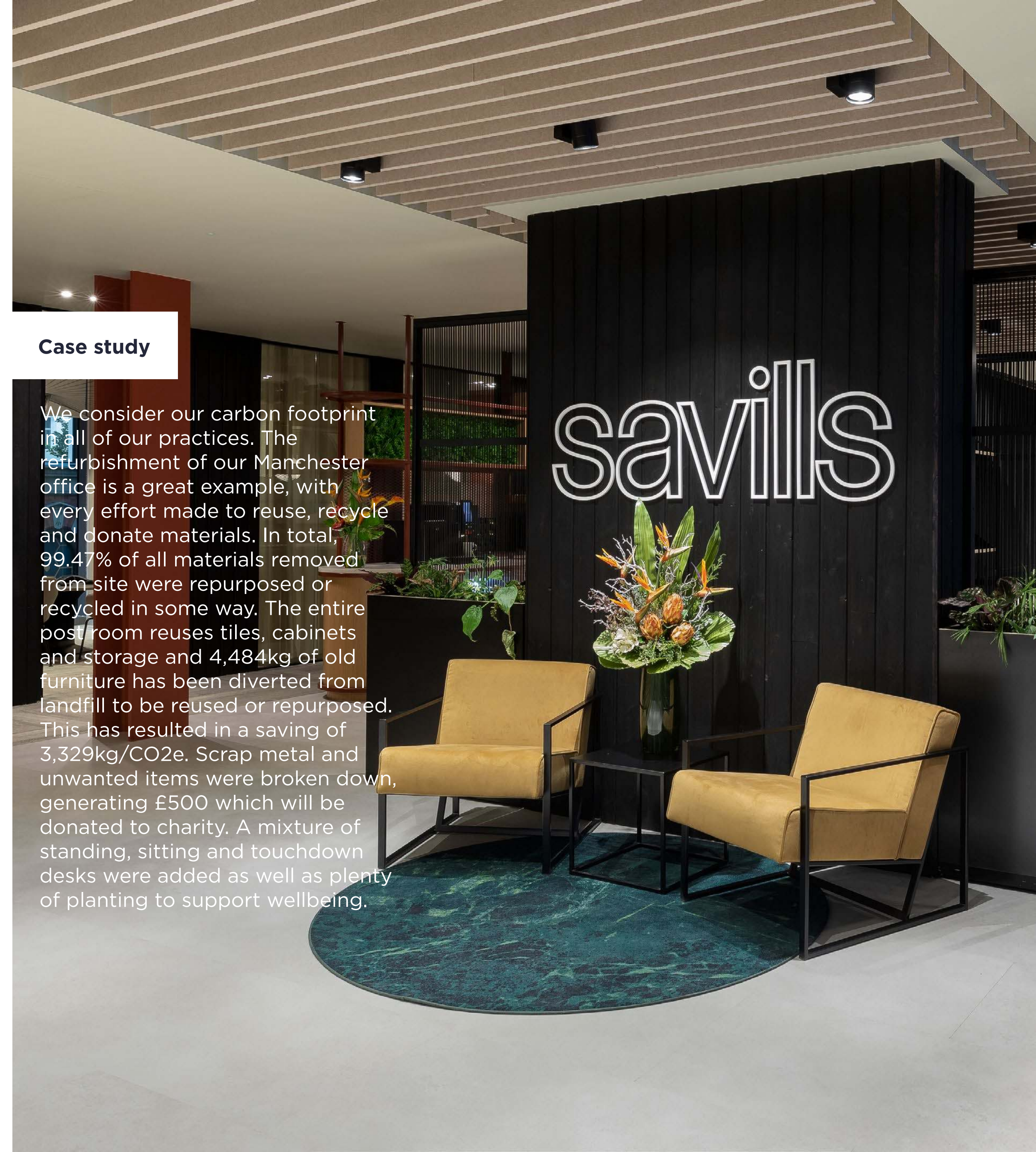
We continue to share emerging ESG trends and market research through our blog series and podcasts. A total of 61 blogs were shared relating to sustainability throughout 2021, reaching 24,713 readers covering a range of topics from the growing demand for social value measurements to essential Energy Performance Certificate (EPC) guidance for landlords. For the audio learner, three thought provoking sustainability podcasts were downloaded 7,025 times, clearly demonstrating the growth in engagement with this subject. We have active presence on LinkedIn, Twitter and Instagram and in 2021, our ESG related posts across these platforms were seen by over 121,000 people. Subject matters range from embodied carbon, GRESB, circular design principles, our World Environment Day pledges and sustainability awards.

To further our commitment to environmental stewardship, we partnered with the Tree Council in support of The Queen's Green Canopy initiative which aims to protect and increase native tree species in honour of Her Majesty's 70 years of service. In December, our people worked as part of a team that planted 3,000 trees in Oxfordshire.



Case study

We consider our carbon footprint in all of our practices. The refurbishment of our Manchester office is a great example, with every effort made to reuse, recycle and donate materials. In total, 99.47% of all materials removed from site were repurposed or recycled in some way. The entire post room reuses tiles, cabinets and storage and 4,484kg of old furniture has been diverted from landfill to be reused or repurposed. This has resulted in a saving of 3,329kg/CO₂e. Scrap metal and unwanted items were broken down, generating £500 which will be donated to charity. A mixture of standing, sitting and touchdown desks were added as well as plenty of planting to support wellbeing.





Our Environmental Impact

Market Insight: COP26

2021 was the year where urgency and collaboration combined with a call for action across the globe during the 26th Conference of the Parties (COP26), this time held in Glasgow.

With the built environment contributing to [42% of domestic emissions](#), we recognised our responsibility to provide practical examples of the challenges caused by the climate crisis and the opportunities within real estate to achieve our climate goals.

We hosted three exclusive events at Cadworks, including a net zero carbon panel discussion, sparked conversations around the potential of refurbishing existing buildings instead of new developments and we explored how real estate can adapt to climate change.

Consolidating these discussions is our research paper [Real Estate and the Carbon Challenge](#), which was published to coincide with COP26. The research investigates whether there is enough investment to drive the transition to net zero in real estate by 2050 and explores the challenges faced by each property sector. The UK government set the ambitious target to upgrade all homes where “cost efficient, affordable and practical” to EPC C by 2035. To meet this target, the rate of energy efficient renovation will need to increase 7 times. Our research estimates that this could cost £330bn meaning that the residential sector will face the toughest route to decarbonisation.





Our Social Impact

Social Highlights



In 2021, we hired **43 new apprentices** taking our total to 110. This means we have exceeded our target number of 100 apprentices by 2023 early

We **sponsored 9 new Rethink Food growing towers**, taking our total to **39 growing towers** sponsored since we formed our partnership

We **donated over £700,000 to charities** through our cash and in kind donations

We have **269 trained Mental Health Champions**

We recorded **£3.2m of social value and £166.8m of local economic value** added by Savills UK in 2020

9 offices have partnered with schools via social mobility charity **Career Ready**

Our people gave **over 2,700 hours for pro bono**, charity work and educational support

We provided **315 hours** of english conversational support to guests of holistic homelessness charity **C4WS**

We **continue to support LandAid** as a strategic partner

We **donated laptops to Computer Aid**, a charity working to provide equal access to technology

Our Social Impact

At Savills, social value comes from recognising local need and responding with new opportunities; be that enhancing employment prospects, supporting schools and charities, or promoting environmental sustainability.

In 2021, we donated over 2700 hours and £1,108,022 to local communities including charities, businesses and community groups. This included approximately £682,500 of cash donations, £25,500 in kind donations and we gifted £400,000 of apprenticeship funding to businesses.

We also saw an increase in clients recognising the strategic importance of health and wellbeing related certification. We worked with clients to achieve the social elements of their ESG strategies with 11 certification projects in progress or certified. This included 4 WELL Health-Safety, 3 Fitwel and 4 RESET indoor air quality. We also measured £10,853,680 of social value on behalf of our clients in 2021.

Echoing the nation's determination to 'Build Back Better', we worked with the Social Value Portal to measure the social value and local economic value generated by our direct corporate initiatives in calendar year 2020. To measure our impact, we implemented the National Themes, Outcomes and Measures (TOMs) framework which is a joint project between the Social Value Portal and National Social Value Taskforce. The measurement showed that we generated £3.2million of direct social value and £166.8million of local economic value.



Case study

Savills Earth were appointed to undertake a local needs analysis and create a social value action plan in 2020 for the construction of Magnitude 314, a logistics warehouse in Magna Park, Milton Keynes. The action plan focused on aligning social value initiatives with the needs of the local community. Savills were also responsible for collating data and measuring the value generated by the project. The project generated 39% of social value against the contract value, an exceptional result which far exceeded the expectation for similar projects (10-15%).





Our Social Impact

“

Could you please pass on my thanks to Savills. The children learned a lot from their term with the growing tower (and will continue to!) from constructing it to awaiting the harvest, and finally enjoying eating it in the form of pizzas! We were able to bring to their attention issues around food and farming and climate change in the light of the COP26 summit.



Our social value derives from our corporate partnerships, work with schools, staff benefits and career development opportunities and reducing our environmental impact. Our local economic value derives from local employment and investing in local businesses and Medium Small Micro Enterprises (MSMEs).

Our partnership with social mobility charity Career Ready continues, 9 offices have partnered with Career Ready schools and our people volunteer to provide personal mentoring which involves coaching and providing career advice to children in low socioeconomic backgrounds. Our educational pursuit is not limited to schools, in 2021 our Residential Development team backed an initiative known as ‘Conversation Club’ which was launched by two members of our London Residential Development Sales team. The initiative involves Savills volunteers spending an hour a week on a one to one video call with a guest of holistic homelessness charity C4WS. The calls aim to help guests strengthen their English by having a series of conversations with the same volunteer. Discussion points include learning to communicate with a doctor, understanding paperwork and applying for jobs. The scheme has been a great success with 315 hours of support provided and 11 guests of C4WS



have had their lives dramatically changed as a result of the initiative. Brian Patterson, Sales Negotiator and volunteer for Conversation Club explains: “Conversation Club for me is all about giving back and enabling someone less fortunate than myself to be a valued member of our great community!”

In 2020, our Socio Economic group set a target to employ 100 apprentices by 2023 with a 50:50 gender ratio. This year, we hired 43 apprentices taking our total to 110 apprentices with plans to recruit 40 more in 2022. The gender ratio of our apprentices is 42% female and 58% male, demonstrating we are nearing our target ratio of 50:50. As well as exceeding our target number, we spent over £2,000,000 on our own apprentices and gifted £400,000 of unspent Apprenticeship Levy funds to other businesses. This money will train over fifty apprentices via the government scheme. We also developed an app which makes apprenticeships accessible to our current staff.

Launched in collaboration with Glasgow Science Centre, Savills were key partners of educational initiative Rethink Food for COP26 which taught 17 Glasgow state primary schools about sustainable consumption and the Sustainable Development Goals by showcasing



Our Social Impact



Rethink Food's growing towers. In addition, we sponsored 9 new growing towers across the UK, taking our total to 39 towers and £78,000 donated.

We spend a large proportion of our time working, be that at home or with our colleagues in the office. Wherever our people are based, we work hard to ensure they feel connected to one another and supported with their mental health. This is demonstrated by our Manchester office who completed a step challenge during the third national lockdown with the goal of reaching other international Savills offices. The team's collective efforts totalled 9,000km which is the equivalent of reaching Savills Shanghai.

We celebrate the diversity of our people so that everyone feels included, understood and valued. We marked Ramadan, Eid, Vaisakhi, Diwali and Bandi Chhor Divas, Hannukkah, Rosh Hashanah, Passover and Chinese New Year with a series of educational blogs including staff comments and interviews. Black History Month was recognised with interactive, educational and reflective events including webinars, networking and food events. Our Chelmsford office also hosted journalist and human rights activist Malaika Gangooly for a thought provoking discussion around race and ethnicity.

The Gender Group facilitated International Women's Day panel discussions and we also recognised International Men's Day so that all of our talents could be equally celebrated and valued. We launched a Menopause Support Group on our intranet containing 95 blog posts, 6 live webinars, an educational video, colleague and line manager support packs and a bespoke Menopause Policy.

We continue to build upon the wellbeing package for our people, offering a series of webinars, podcasts and confidential support ranging from counselling to GP services. We have 269 trained Mental Health Champions, which is a further 108 people trained since 2020. Our Mental Health Champions work hard to break the stigma around mental health and raise the profile of our wellbeing intranet page, our Employee Assistance Programme (EAP) and series of webinars. Our Peterborough office Mental Health Champions go the extra mile and have a wellness room and Mental Health Champions' board. The board displays positive quotes, wellbeing tips and signposts the office to their champions, wellness room and EAP. We recognised World Mental Health Day 2021 with a complete programme of events. We featured in Estate Gazette's (EG's) podcast, our Graduate Committee fundraised for the charity Young



Minds and we facilitated a host of internal and external webinars.

Our supportive culture was recognised during 2021 as we continued to win awards. We retained the Times Property Graduate Employer of Choice Award for the 15th consecutive year. We also won Top Graduate Employer at the 2021 Personnel Today Awards and Best Employer at the EG awards demonstrating our absolute commitment to our people.

Our Governance Approach

Governance Highlights



Our 2021 **Gender and ethnicity pay gap report** identifies strategies to attract a diverse talent pool and to encourage proactive inclusivity

Times Top Graduate Employer for **15 consecutive years**

Trained 4,283 of our people on **Diversity and Inclusion**

Top Graduate Employer at the Personnel Today Awards

Launched **622 new training modules** to support the professional development of our people

Implemented a new confidential **speak up service; SafeCall**

We promoted 402 people in 2021, **51% were women**

Maintained **Level 2 Disability Confident Employer** and aiming for Level 3 in 2022

Received **EG award for Best Employer**

We launched an allies programme to **encourage proactive inclusivity**



Our Governance Approach

Savills UK are committed to maintaining the highest standards of integrity. We have a zero tolerance approach to bribery, corruption, financial crime, modern slavery, harassment, bullying and any form of discrimination.



Working with an independent external service, we have launched a new confidential hotline; Safecall to report upon any malpractice. This ensures that whatever the issue, our people have the tools to proactively respond.

We take considered and structured steps to prevent any discrimination including unconscious biases. In 2021, we introduced a series of new mandatory diversity and inclusion training which ensures employees interrogate their biases, conscious or unconscious so that our people can bring their full self to work. We are a level 2 Disability Confident Employer and are working towards Level 3 Leader Status in 2022. As part of our ongoing strategy to develop across all areas of diversity and inclusion (D&I), Savills UK has appointed a head of D&I.

We are fully committed to gender and ethnicity parity. We remain transparent with our progress to date via our [Gender and ethnicity pay gap report](#). Our most recent report published in March 2022 indicated a slight increase in our gender and ethnicity pay gap and a reduction in our gender and ethnicity bonus gap compared with 2020. The gap reflects a difference in the number of women and minority ethnic employees at senior positions compared with

Case study

During 2021, the “Age” working group launched a new training programme administered by an external party called ‘Your Next Chapter’. The programme is available to those aged 50 and over and seeks to generate insight into next steps in Savills and the personal life of our people. The training offers a sense of community and stimulates discussion around career related and personal goals, succession planning and attendees create a structured roadmap to achieve their ambitions.

SAVILLS DIVERSITY AND INCLUSION GROUPS:



ETHNICITY



GENDER



AGE



DISABILITY



LGBTQ+



SOCIO ECONOMIC

the number of men or white employees. The pay gap does not show differences in pay for equivalent jobs, which are paid equally within Savills.

Taking in to consideration our most recent pay gap, we recognise that there is still lots to be done and we remain fully committed to broaden and diversify our talent pool. In 2021, 32.4% of Savills RICS members were women, compared to 14% across the RICS as a whole. Our UK board also consists of 33% women including our first female Chief Financial Officer. In 2021, 21% of our directors were female. We understand that there is still work to be done. By 2023 we aim to have 25% female directors, a target championed by our intensive internal female leadership training, equipping women with the confidence and presentation and public speaking skills to showcase their talents.

To reduce our ethnicity pay gap, our UK board members receive reverse mentoring,

all employees must complete unconscious bias training and we engage with recruitment specialists to encourage more diverse applicants. The number of ethnic minority applicants for our graduate schemes increased by more than double between 2020 and 2021, from 169 to 351. Our allies programme, which launched in 2021, now includes over 800 people who will be working to champion proactive inclusivity. Our recruitment of apprentices aligns with the ethnic mix of the working population and currently consists of 14% minority ethnic employees.

We recognise the importance of equipping our people with the skills to develop their career, whatever stage they may be. In 2021, we launched 622 new training modules including 7 diversity and inclusion and 4 new sustainability modules. A further 10 modules and 23 webinars were launched to support our graduates through their Assessment of Professional Competence.



Glossary of Terms

- 1. 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.
- 2. 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 gas effect (climate change)
- 3. Carbon Footprint:** A measure of amount of greenhouse gases that are emitted by an organisation 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 value of GHGs emitted each year
- 4. Sustainable Development Goals:** A series of 17 interlinked global goals created by the United Nations in 2015. The goals act as a blueprint for a more sustainable future.
- 5. Social Value:** A term used to quantify the positive environmental, economic and social impact realised by a community following a set of initiatives implemented by an organisation or project. The value goes beyond the economic value and incorporates the social savings achieved.
- 6. Local Economic Value:** A term used to quantify the positive economic impact realised by a community following increased employment or investment in local businesses. Social Value (SV) and Local Economic Value (LEV) are reported separately, as LEV represents economic value generated locally through displacement of value from elsewhere and therefore not considered to represent value to society as a whole.
- 7. Local:** There is no predetermined definition of local within a social value assessment. For the purposes of Savills corporate measurement, local was defined as within 30 miles from a given office or managed site.
- 8. National TOMs:** The National TOMs Framework which stands for Themes Outcomes and Measures provides a reporting standard to measure and justify the pursuit of social value. The framework is created by the Social Value Portal and National Social Value Taskforce.
- 9. COP 26:** The 26th edition of the UN Conference of the Parties, an international meeting of governments on climate change which was held in Glasgow in November 2021.
- 10. Green Tariffs:** Green tariffs work by the supplier promising to match all or some of the electricity used with renewable energy, which it then feeds into the national grid.
- 11. Net Zero Carbon:** The process of reducing an organisations 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.



Appendix

Our Greenhouse Gas Emissions (GHG) Footprint

Corporate GHG Emissions, tonnes CO ₂ e	2021	2020	2019	2018	% change vs 2020	% change vs 2018
Scope 1 (Direct)	390	453	334	643	-14.0%	-39.4%
Scope 2 (Indirect, market based)	739	826	1,030	1,388	-10.6%	-46.8%
Total scope 1 & 2	1,128	1,279	1,364	2,031	-11.8%	-44.5%
Scope 2 (Indirect, location based)	1,319	1,471	1,866	2,264	-10.3%	-41.8%
Total energy use, MWh	8,323	8,734	8,913	11,071	-4.7%	-24.8%
GHG Intensity Ratio – financial	1.22	1.80	1.87	3.07	-32.4%	-60.3%
GHG Intensity Ratio – floor area	0.036	0.040	0.048	-	-9.1%	-
Data coverage – offices reporting	125/125	128/128	136/144	-	-	-

Notes:

- 1. Where we have received more accurate energy data we have made restatements to the 2020 absolute performance measures.
- 2. Total Scope 1 & 2 emissions and GHG financial intensity ratio are calculated using the market based scope 2 emissions
- 3. GHG intensity ratio by floor area is calculated using the location-based scope 2 emissions
- 4. Market based emissions are emissions from electricity procurement that has been selected by a company. Location based emissions reflect the average emissions intensity of grids on which energy consumption occurs.



Appendix

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, the GHG Protocol Corporate Value Chain (Scope 3) Standard and the UK Government Guidance on Streamlined Energy and Carbon Reporting (SECR). Our GHG emissions reporting boundary is based on an operational control approach.

Reported Scope 1 emissions relate to emissions from business travel by Savills UK 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 national emission factors published by the UK Government GHG Conversion Factors for Company 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 residual mixes were used to account for the remaining consumption.

Specialist third party verified environmental reporting software has been adopted to manage data quality review and verification process. 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, two standardised intensity ratios have also been applied. The first of these calculates our global Scope 1 and 2 'market-based' emissions intensity, expressed per Savills UK revenue. In the second, we report on Scope 1 and 2 'location-based' emissions intensity per square metre across our UK offices. The GHG intensity ratio of our offices excludes business travel and is focused on driving improvements in operational energy efficiency in buildings.