Savills UK

Sustainability Report 2023

Responsible, Sustainable Real Estate

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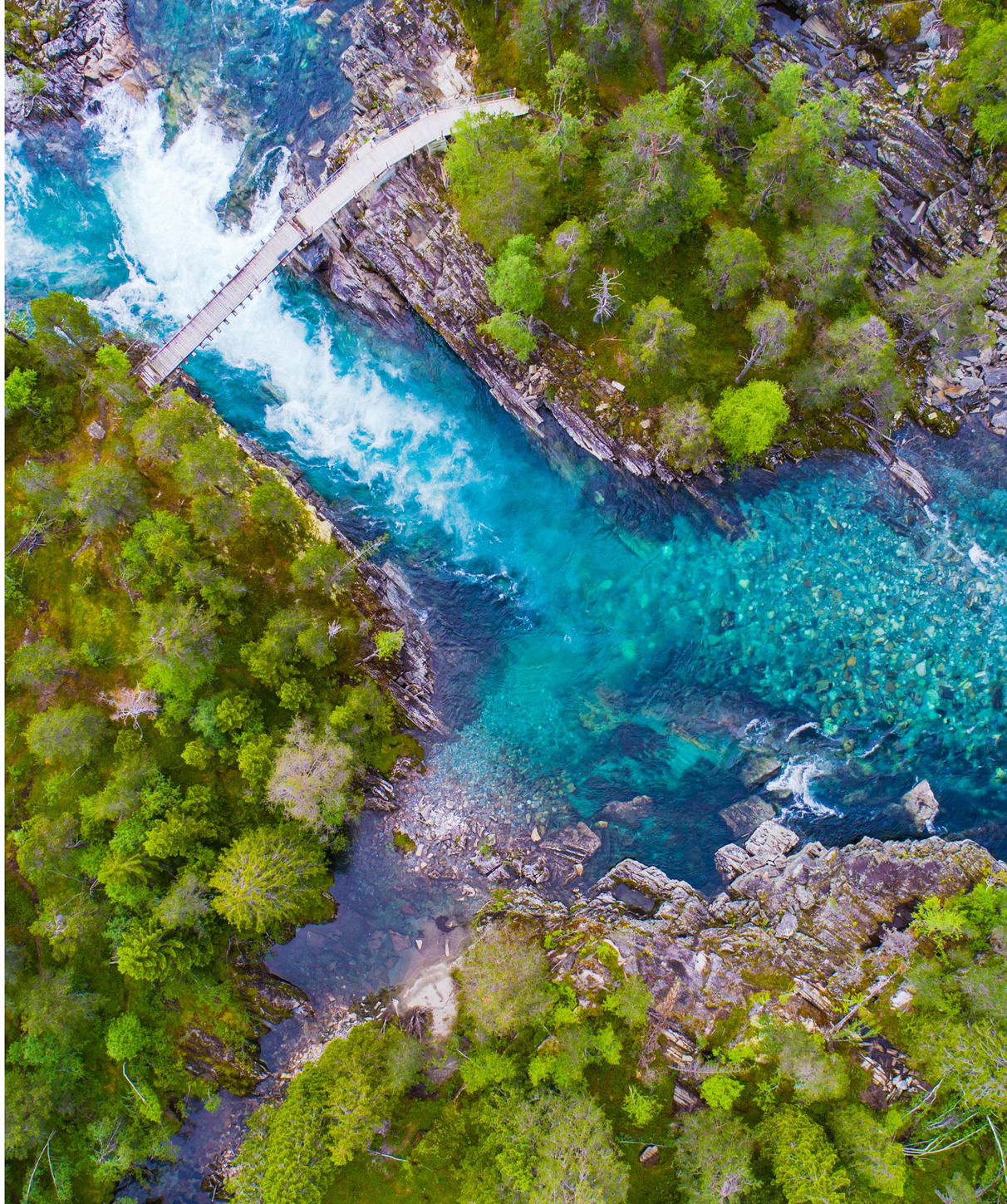
Foreword

By James Sparrow, CEO, Savills UK & EMEA

In the context of greenhouse gas emissions now at an all-time high, cutting into the time remaining to limit warming and with global progress against the United Nations Sustainable Development Goals (SDGs) faltering, there remains an urgent need to support the SDGs. As a business, we have selected the 9 most material SDGs as a blueprint for our Sustainability Strategy. Our strategy spans three core areas, Climate, Culture and Community which are each addressed in this report.

Savills embraces our responsibility to be ambitious with our decarbonisation efforts. We are proud to share that our Savills PLC near term decarbonisation targets have been approved by the Science Based Targets Initiative (SBTi) which we detail in this report. Separately, we continue to work towards net zero carbon for all three emission scopes by 2040. Before then, Savills UK will continue to work towards operational net zero carbon by 2030 in accordance with World Green Building Council guidance.

At Savills, we strive for responsible and sustainable real estate, and we invite our clients and peers to join us on this journey. Our specialised division, Savills Earth, comprises a team of sustainability and energy experts who provide customised consultancy services to our clients. Together with our clients, we create and execute innovative sustainability strategies that respond to the rapidly changing landscape of opportunities and challenges.



Introduction: Our Strategy

The United Nation's Sustainable Development Goals (SDGs) were chosen as the framework for the Savills (UK) Ltd sustainability strategy. They are an urgent call to action and act as an internationally recognised blueprint for addressing the world's most pressing social, economic and environmental challenges. We have selected nine of the seventeen goals that are most material to our business as the foundation of our strategy. Aligning with the goals demonstrates our commitment to minimise our impact on the environment, actively foster inclusivity and operate a socially responsible business.

Our sustainability ambitions can be summarised as:

Climate: We work to minimise our impact and are committed to reducing our carbon emissions to net zero by 2040. From decarbonisation pathways to sustainable design consultancy, we strive for a sustainable transition.

Culture: A company is nothing without a strong culture. We actively foster an inclusive workspace, aiming to attract diverse talent, develop and support our people, and always lead by example.

Community: People are at the heart of our business. We look to create lasting, positive social impact on the communities where we do business, through engagement, charitable giving and volunteering initiatives.

Beneath our goals, are a series of SMART targets that form our three year strategy which concluded in 2023. We are proud to share our achievements and the hard work of our colleagues in this report. We believe in transparency and have detailed our targets in the appendix with page references applied. In 2024 the launch of our new sustainability strategy will further challenge our business to lead the industry and deliver responsible, sustainable real estate.

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Good Health & Wellbeing

Quality Education

Gender Equality

Affordable & Clean Energy

Decent Work & Economic Growth

Sustainable Cities & Communities

Responsible Consumption & Production

Climate Action

Life On Land

Whether it's through the way we advise clients or the influence we have directly, we always seek to add value while working to minimise our impact on the environment and engage positively with our local communities.

2023 Sustainability Highlights

Reduced our UK greenhouse gas emissions by 25% year on year and 53% compared with our baseline year of 2019

Donated and fundraised £895,000 to charities and community outreach initiatives in 2023

Savills UK Apprenticeship Programme was recognised by Bisnow's Inaugural Rise Initiative for improving diversity in UK real estate

Placed 37th in the Social Mobility Employer Index 2023, moving up 63 places

Set verified Science Based Targets relating to our scope 1,2 and 3 emission reductions

Donated 10,800 hours* to charities, educational outreach and community groups

Gave 620 pro bono hours, including 327 hours via the LandAid pro bono programme

Retained The Times Graduate Employer of Choice for Property for the 17th consecutive year – a position held since the categories inception in 2007

Completed over 180 carbon audits on behalf of our clients

Launched our Sustainability Learning Hub, available for all staff

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*This figure includes volunteering hours that have been facilitated by Savills, either because the volunteering happened in contractual working hours or because the volunteering was a Savills led initiative.

SHAPE
YOUR
FUTURE
Gain a nationally recognised qualification or a degree whilst earning a competitive salary.
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CELEBRATING
PRIDE
2023

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Climate: We work to minimise our impact and are committed to reducing our carbon emissions to net zero by 2040. From decarbonisation pathways, to sustainable design consultancy, we strive for a sustainable transition.

Affordable and Clean Energy and Climate Action

Savills UK is working to achieve net zero carbon by 2040 for all three emission scopes as part of our Group commitment. Prior to this, we are working towards operational net zero carbon by 2030 in accordance with the World Green Building Council's Net Zero Carbon Buildings Commitment. This commits us to eliminate emissions for scopes 1 and 2, which are used to heat, light and power our offices and fuel our company owned or leased fleet.

Our Savills Plc near-term decarbonisation targets have been approved by the Science Based Targets Initiative (SBTi) and we are committed to reduce absolute scope 1 and 2 greenhouse gas (GHG) emissions by 72% by 2030 compared with a 2019 base year. In 2023, our UK scope 1 and 2 emissions totalled 630 tCO2e which is a 25% year on year reduction and a 53% reduction compared with 2019, demonstrating good progress on our decarbonisation journey. Our SBTi near term scope 3 targets are to reduce GHG emissions from purchased goods and services 51.6% per million GBP of value added by 2030 from a 2022 base year.

Our 2023 scope 1 and 2 emissions totalled 630 tCO2e, a 53% decrease compared with our baseline year, 2019. Our scope 1 and 2 Greenhouse Gas emissions (GHG) are verified by an independent third party.

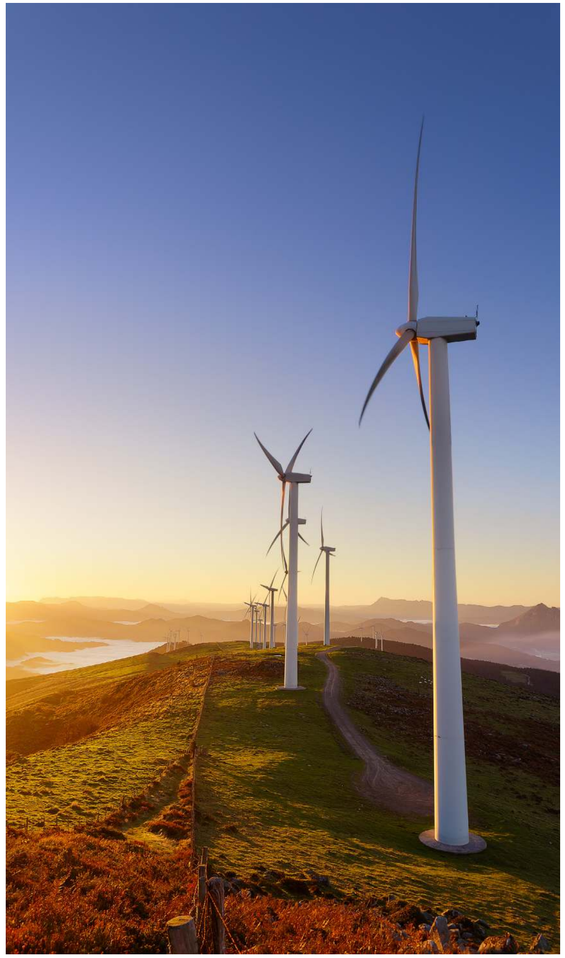
Our priority is to reduce our absolute emissions as much as possible, we will also look to procure green energy tariffs where available. We are pleased to report that our directly procured electricity tariffs are now entirely supplied by green or REGO backed energy. A small number of our landlord procured energy supplies are still in brown contracts, meaning that our transition to 100% green energy is ongoing, albeit remaining a business priority. In 2023, 88% of our electricity and 92% of our gas was supplied by green or REGO backed tariffs.

In 2023, we benchmarked our office energy consumption and selected the 6 offices with the highest energy intensity to audit; the recommendations of which are currently being reviewed and addressed. The energy efficiency of our IT infrastructure has been closely examined as this is often the largest consuming area of our occupied spaces. In 2023 we removed 1700 desk telephones which have been replaced with Teams Voice, saving enough energy to power 4 homes for a year. We also continue to transition away from PCs to screens with plug in laptops which reduces energy consumption at each desk by 46%. We have reviewed the electricity and gas metering across our UK office spaces and installed 46 smart meters, enabling more accurate and timely reporting.

Behavioural change campaigns are pivotal to our decarbonisation efforts. In London, Wimborne, Glasgow, Edinburgh, Perth and Winchester, PC energy cards are placed on desks left on standby overnight, reminding colleagues that we can all influence and reduce emissions. Overtime, the number of cards in use has significantly reduced, demonstrating the increased awareness and engagement with the initiative.

We celebrated World Environment Day in 2023 by launching our Sustainability Resources Hub. The Hub is available to all colleagues and includes three dedicated online modules on Corporate Sustainability at Savills, Sustainable Building Certifications and Net Zero. In addition the Hub contains links to podcasts, thought leadership pieces and videos to provide a library for our colleagues to learn about topics of their choice, including social sustainability and sustainability in real estate.

We acknowledge that our scope 3 GHG emissions are our largest emission source, totaling 32,415 tCO2e in 2023. For further analysis see the Savills Plc 2023 Report & Accounts. Lower carbon transport routes are now encouraged via our UK Business Travel Policy which follows the sustainable travel hierarchy. We continue to offer Cycle to Work and Electric Vehicle (EV) schemes.



Climate: We work to minimise our impact and are committed to reducing our carbon emissions to net zero by 2040. From decarbonisation pathways, to sustainable design consultancy, we strive for a sustainable transition.

Responsible Consumption and Production

Our network of 150 Sustainability Enablers is a group of passionate colleagues who, with the support of the central team, cascade sustainability messaging within their office and wider networks and champion sustainable initiatives.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Sustainability Enablers have introduced a range of initiatives, for example carpooling schemes, Green Travel Weeks and even a swishing event which allowed colleagues in our Southampton office to exchange pre-loved clothing to raise awareness of the impact of fast fashion. Any items that were not exchanged were donated to the Southampton office charity, No Limits. Our Sustainability Enablers also introduced sustainable period products for the toilets in 6 Savills offices. In 2023, we ran 4 training webinars for our Sustainability Enabler network, on subjects from effective communication to energy efficiency.

Our Environmental Management System (EMS) ensures a robust system of procedures, which govern and continually improve our operational environmental impact. We continue to retain an Environmental Management System (EMS) certified to ISO 14001 in 107 offices and 10 divisions. Over the last few years, we have changed our business operations to significantly reduce printing and we have set more ambitious targets in our 2024-2026 Sustainability Strategy. To replace printed posters, we rolled out lock screen messaging which also more effectively reaches our target audience, regardless of their working location. Our residential division use iPads at viewings and following a successful trial in 2023, 1,180 of our colleagues across Savills UK use digital business cards.

Our office fit out guide ensures sustainability is carefully considered within each of our office moves and refurbishments. We are passionate about circular economy principles and look for opportunities to reuse materials across our portfolio. Where this is not possible we donate to local causes.

Following 10 successful years in Reading, we moved our team to a new office in the heart of town. Powered by solar panels, the space includes a wellness room as well as EV charging in the carpark. Whilst we ensured the design met our needs we reused the chairs and bottoms of desks from our previous office in Reading. In 2023, we donated the equivalent of £10,000 worth of old furniture to 13 schools, 1 scouts organisation and 1 local charity that offers furniture to eligible families in need.

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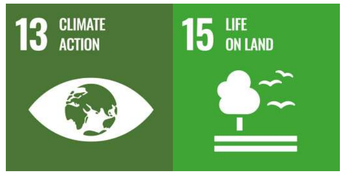
Climate Action and Life on Land

Savills Earth consolidates a wide range of sustainability experts to deliver the very best sustainability advisory service within the property industry. To embrace growing stakeholder expectations and increasing regulatory requirements in 2022, we launched a new climate risk and resilience service line. Our experts offer risk assessments, climate risk advisory and climate risk disclosures including compliant reporting. In 2023, we hosted a client breakfast which brought together 50 occupier and landlord clients with internal representatives to hear discussions around climate risk, reporting, disclosures and how best to use data to drive climate decisions.

We recognise the urgency of the climate crisis and engaging our clients with innovative carbon solutions is a key aspect of our net zero commitment. In 2023, we completed over 180 carbon audits in the food and farming sector, produced 51 single-asset net zero pathways and 7 multi-asset net zero pathways.



We advised on approximately 100,000 acres of land for natural capital and nature restoration projects as well as the planting of 2.8 million trees across England and Scotland, demonstrating our commitment to SDG 15, Life on Land.

Our experts have advised on a range of projects to decarbonise our energy supply including 19.3GW of in development and operational renewable energy generation projects, 2.3GW of energy storage including 0.7 GW of hydrogen and 0.78GW of demand connections including EV charging.

Savills worked alongside Legacy Hotels & Resorts to deliver a bespoke, holistic sustainability strategy. Our experts delivered a peer review and wider regulatory review to understand current and future legislation. In line with the GRI methodology, a materiality assessment was conducted to assess stakeholder importance for key material issues. A series of three workshops were also held with their ESG Committee, and a further two with hotel management teams. The results were a comprehensive ESG & Sustainability Policy, objectives and a complementary draft action plan.

Our research, blogs and podcasts are industry leading. In 2023, we wrote 43 sustainability related blogs, and featured in 23 different external publications. Our 2023 Real Estate Insights: Savills Earth podcast series explored themes such as social value and circular economy and achieved 17,000 downloads. Following the success of the podcast, a second series launched in January 2024.

> Savills guided us expertly through what would have otherwise been a lengthy and arduous task of setting up the ESG baseline and strategy. This helped us bring the ESG Committee together, keep workstreams moving and achieve the targets we set in year one and kept everyone motivated along the way – We look forward to now moving the programme further onto the next stage of implementation".
>
> **Calum Colquhoun,**
> **Regional Operations Manager,**
> **Legacy Hotels & Resorts**

Culture: A company is nothing without a strong culture. We actively foster an inclusive workspace, aiming to attract diverse talent, develop and support our people and always lead by example.

Equality, Diversity and Inclusion

Savills has placed 37th in the Social Mobility Employer Index 2023, moving up 63 places and demonstrating a continued commitment to improving accessibility in the real estate sector.

Our comprehensive diversity and inclusion (D&I) strategy intersects every level of the organisation and we believe that diversity and inclusion is integral to everything we do. We operate nine employee networks that sit within our six affinity groups: Age, Disability, Ethnicity, Gender, LGBTQ+ and Social Mobility.

Promoting diversity and inclusion is a core part of our promotion criteria and we continue to engage colleagues in our industry leading Inclusion Allies programme, which is designed to support and nurture diversity and inclusion in the workplace. In 2023, we collaborated with Changing the Face of Property and launched a Diversity and Inclusion Network which provides an opportunity to share best practice within the industry.

Our Church Road office created a diversity and inclusion library, containing a selection of pre-loved books recommended by our D&I team. The library aims to spark conversation and contains a review book to capture opinions and comments on the materials.

We are committed to building a workforce which reflects the most recent UK census data. We have seen an increase in the percentage of ethnic minority employees, with 15% of colleagues now identifying as being from a non-white or prefer not to say background.

We have relationships that support with attracting and developing ethnically diverse talent. This includes Gen Z Club, We Rise In, BAME in Property and the Cambridge University African and Caribbean Society. We also launched a relationship with 10,000 Black Interns, who provide internships for Black students and graduates. We welcomed two interns from the 10,000 Black Interns programme at Savills in 2023 and have committed to a longer term relationship. We also sponsored the first ever Gen Z Club Real Estate Conference achieving 400 sign ups to our recruitment mailing list.

5 GENDER EQUALITY

continued...

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Equality, Diversity and Inclusion

Pride is one of the most important dates in the LGBTQ+ calendar. By marking the event we encourage our people to be their true, authentic selves in the workplace, not just in June but all year round. Pride was celebrated across the country with colleagues participating in fundraising bake sales, parades and quizzes. We also launched a new charity partnership with Albert Kennedy Trust (AKT), a charity that support LGBTQ+ young people who are facing or experiencing homelessness or living in a hostile environment. To open our partnership, we raised £800 by hosting a pride fundraising bake sale at our Head Office.

Savills is committed to understanding, measuring and reducing our gender and ethnicity pay gap which we address explicitly in our annual pay gap report. The mean gender hourly pay gap for Savills UK business has improved, falling to 20.11% in 2023 from 23.94% in 2022. There has been a slight increase in our ethnicity pay gap to 19.88% in 2023 from 18.72% in 2022 which is due to an increase in ethnic minority employees at junior levels. Any pay gap reflects the difference between the average earnings of colleagues within comparison groups, rather than reflecting an equal pay issue. We are committed to achieving gender parity, 48% of our people, 24% of our directors and 30% of the UK board are women. We continue to work with Mentoring Circle, an external initiative led by a Savills alumni which provides a 12 month development programme for female Real Estate professionals including mentoring. Since its inception in 2021, Savills has been a sponsor and 10 female colleagues will participate in the 2024 cohort. Savills also hosted 90 attendees for the Mentoring Circle 2023 London Women's Network Event.

Our enhanced maternity leave policy offers new mothers six months full pay and we are proud to announce that our paternity leave has increased to twelve weeks. New policies have also been introduced to cover dependant care leave, fertility leave, neonatal care leave and parental bereavement leave.

The Age group is aimed at encouraging a wider age profile within the property industry and is focused on ensuring that appropriate support is offered at all career stages. We celebrated Intergenerational Week to bridge the age gap by colleagues which included a 'coffee roulette' initiative and a zoom masterclass on inclusive working.

Savills UK is a Level 2 Disability Confident Employer. Due to changes in the standard, we are now working to achieve Level 3 Disability Confident Employer by 2026 which is incorporated within our new sustainability strategy. To recognise International Day of Persons with Disabilities and UK Disability History Month, we hosted 'Drive Ability' an evening fundraiser in support of charity partner, Back Up Trust. Nicholas Hamilton, the first disabled athlete to compete in the British Touring Car Championship (BTCC) delivered a talk to the 77 clients at the event. This was followed by a live music performance from a jazz band led by a partially sighted musician.

5 GENDER EQUALITY

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Decent Work & Economic Growth

Savills UK, and its subsidiaries are Certified Living Wage Employers. We are committed to the highest standards of integrity and have a strict zero-tolerance approach to any form of bribery, corruption, financial crime, modern slavery, harassment, bullying and discrimination. As part of our mandatory onboarding training, all new starters are required to complete training on these issues and the procedures in place and existing employees are regularly reminded about these policies.

Our confidential whistleblowing hotline, SafeCall provides an anonymous forum for our people to raise concerns. Our IT department is certified to ISO27001 and provides regular IT security awareness training for our people. We are compliant with the requirements of the Cyber Essentials Scheme, ensuring our confidentiality, integrity and data is protected.

People are at the heart of our business and we are committed to equipping our people to reach their full potential. A key element of our annual appraisal process is developing tailored learning and development plans. In 2023, we offered 256 virtual or classroom based courses in addition to 579 eLearning modules covering topics from leadership, managing and coaching through to IT literacy and professional qualifications. Our people completed equivalent to 9 hours per person of training in 2023 and 34% of people were trained in sustainability.

Good Health and Wellbeing

We are committed to a culture which normalises the topic of mental health and we have been proud signatures of The Time to Change Pledge since 2017.

Annually, we run a wellness programme which includes our Excellent rated Employee Assistance Programme, access to nutrition, fitness and health consultants, a mental health app, and a health and wellbeing webinar series administered by a third party. In 2023, we had 338 mental health champions, each trained to challenge any stigma around discussing mental health at work and signpost colleagues to resources available to support their mental health.

We recognised World Mental Health Day with a programme of events across our office portfolio. Newcastle created a wellbeing wall which displayed mental health tips and Andy's Man Club, a male suicide prevention charity visited Guildford to deliver an inspiring talk. We also marked one year of our 'Mental Health Talking With' internal blog series shared to all colleagues on our intranet. The series launched in 2022 to provide a safe space for colleagues to share their stories, giving them the opportunity to talk about their experiences and how others might find support if they are facing similar challenges.

We conduct an annual review of patterns in sickness and absence to understand any changes that we can introduce to support the health and wellbeing of our people. Our Global Occupier Services, Development Services, Rural & Projects and Building Project Consultancy teams are certified to health and safety standard ISO45001 which includes 50 multi-disciplinary offices. We offer a range of 27 Health and Safety training courses for our people.

Communities: People are at the heart of our business. We look to create lasting, positive social impact on the communities where we do business, through engagement, charitable giving and volunteering initiatives.

Quality Education

Savills UK retained The Times Graduate Employer of Choice for Property for the 17th consecutive year – a position held since the categories inception in 2007.

Broadening our talent pool at Savills is an integral part of our strategy. Our multi-award winning apprenticeship scheme provides an additional route into the property industry. We facilitated 227 apprenticeships in 2023. Of those hired specifically for an apprentice role, 13% were from an ethnic minority background.

To mark National Apprenticeship Week in February, we facilitated a week long social media take over which saw our Apprentices share their stories on our LinkedIn and Instagram pages. Their achievements were celebrated at the first of our Savills Apprenticeship Awards.

Our apprenticeship programme has been widely recognised including:

- EDI Programme of the year at Property Week's Inaugural Inspiring Women in Property Awards.
- Recognised by Bisnow's Inaugural Rise Initiative for improving diversity in UK real estate.
- Retained first place ranking in the Top 100 Apprenticeship Employers of 2023-2024 at the Rate My Apprenticeship Awards. Savills were the only property company to feature.

Annually, we welcome sandwich placement students and facilitate a summer scheme, an insight programme and work shadowing opportunities. Our 2023 graduate and sandwich placement intake was 53% male and 47% female and included 157 students from 65 universities based across 35 offices. We ranked first in the 2023-2024 RateMyPlacement Best 100 Student Employers, and Savills were top for Real Estate.

Since 2019 our Social Mobility Group have partnered with social mobility charity, Career Ready, a charity that connects young people to the world of work. They boost social mobility and ensure the futures of young people are determined by potential rather than background. In the academic year 2022-2023 Savills had 26 mentor and mentee relationships, and supported 15 interns in summer 2023. Our support for Career Ready students has been national, providing masterclasses and workplace visits to communities in 9 regions including but not limited to London, Cardiff, Glasgow, Birmingham, Leeds and Edinburgh. We reached 193 students in London through Mentoring, Internships, Workplace Visits and Masterclasses.

In 2023 we formed a new relationship with the Department for Work and Pensions (DWP) and their job centres. We created a podcast and filmed a virtual career fair in collaboration with DWP which was shared with over 900 job centres. We also launched our Savills Service Leavers in Real Estate scheme to the industry. The scheme is designed to give service leavers the opportunity to meet with ex-service personnel and discuss their own transition into civilian life and what a career in Real Estate could possibly provide. As part of the programme service leavers can apply for a placement at Savills, with the intention of providing an understanding of the roles available in the property industry. Savills hosted 8 royal engineers on a 6 week placement, two of these placements resulted in permanent employment. Savills will continue to host placements for a 6-week period in 2024.

4 QUALITY EDUCATION

Communities: People are at the heart of our business. We look to create lasting, positive social impact on the communities where we do business, through engagement, charitable giving and volunteering initiatives.

Sustainable Cities and Communities

We aim to create a lasting positive social impact on local communities. In 2023, we donated and fundraised a total of £895,000 and gave 10,800 hours* to charities, community groups, pro bono and educational outreach.

We continue to strengthen our strategic partnership with LandAid, the property industry charity working to end youth homelessness. As a founding partner of their pro bono scheme, we embrace the opportunity to deliver our professional services free of charge to LandAid charity partners. In 2023, Savills delivered 620 hours of pro bono support, 327 of which were matched via the LandAid pro bono scheme. We advised LandAid charity partners on a range of projects from relocation support and property search, to carbon assessments and energy audits.

Our Public Relations and Marketing teams created a communication strategy for Sebby's Corner on a pro bono basis, a charity offering various services that enable children to receive the basic essentials needed to thrive. Alongside professional expertise, the team also provided their time to volunteer at Sebby's Corner's premises, and facilitated a Christmas toy collection worth £530 in our head office in Margaret Street. The toys were then distributed as part of Sebby's Corner's annual Christmas Grotto initiative.

In March 2023, 124 of our people including our UK Managing Director and other members of our UK Board spent a night outside participating in LandAid's annual SleepOut. The purpose of the event was to raise awareness of the experience of homelessness and to raise vital funds. Each participant was asked to raise £166, which is the equivalent to a safe space for a young person to sleep for over 4 weeks. Collectively, Savills raised £85,000 equivalent to 514 safe spaces.

Each year, a number of Savills colleagues attend MIPIM, a four-day real estate exhibition, conference and networking event held in Cannes, France. A Savills employee took on a fundraising Cycle to MIPIM covering 1,438km between London and Cannes by bike. To support her, the Guildford office coordinated several of Savills southern and London offices to participate in a virtual cycle covering the same distance on static bikes at the same time. A total of 87 employees from 11 offices took part in the virtual event, surpassing the equivalent distance and travelling 4,900km. Both challenges raised more than £4,400 for Club Peloton, with donations going to disadvantaged children. Their projects include supporting with finding adoptive homes for young people, awarding bikes to children affected by cancer and tackling the root causes of violent street crime.

To open 2023, we launched a volunteering agreement with The Wildlife Trusts which facilitated 176 volunteering spaces at local Wildlife Trusts reserves across the country. Teams were responsible for general environmental conservation activities including shrub clearance and bramble management whilst learning about local flora and fauna.

In spring, Savills returned to the RHS Chelsea Flower Show with our most innovative garden yet featuring the show's first ever working outdoor kitchen. Set within the grounds of an imagined country hotel, sustainability was at the heart of the garden's design, designed by Mark Gregory, Landform Consultants. The 'plot to plate' garden combined ornamental and edible planting and was created in collaboration with Sam Buckley, a Michelin Green Star chef known for his seasonal and responsive cooking style. Following the show, we worked with long-term charity partner Rethink Food to relocate The Savills Garden to a Shaw Trust children's home, where it will continue to educate on the relationship between 'plot to plate' for years to come.

> "We imposed certain restrictions upon ourselves - no plastic, no cement or concrete, zero waste to landfill, salvage or recycle materials, source locally, reduce haulage – and it is this pledge that led us to work with so many pioneering, passionate people. Together we've all had one goal, to make magic happen, and I think we did it."
>
> **Mark Gregory, Landform Consultants**

*This figure includes volunteering hours that have been facilitated by Savills, either because the volunteering happened in contractual working hours or because the volunteering was a Savills led initiative.

Appendix

Savills UK Greenhouse Gas Emissions (GHG) Footprint

Corporate GHG Emissions, tonnes CO2e	2023	2022	2021	2020	2019	% change vs 2022	% change vs 2019
Scope 1 (Direct)	239	283	380	453	334	-15.8%	-28.6%
Scope 2 (Indirect, market based)	391	556	542	826	1,030	-29.7%	-62.0%
Total scope 1 & 2	**630**	**839**	**922**	**1,279**	**1,364**	**-25.0%**	**-53.8%**
Scope 2 (Indirect, location based)	1,092	1,361	1,186	1,471	1,866	-19.7%	-41.5%
Total energy use, MWh	6,664	8,463	7,648	8,734	8,913	-21.3%	-25.2%
GHG Intensity Ratio – floor area	0.029	0.036	0.034	0.040	0.048	-20.7%	-40.6%
Data estimation	22%	32%	28%	26%	52%	-30.6%	-56.9%

Glossary of Terms

1. 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

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. 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.

4. 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

5. Renewable Energy Guarantee Origin: A scheme which provides certificates called REGOs which demonstrate electricity has been generated from renewable sources.

6. 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.

Savills UK Sustainability Targets 2021-2023

	Objective	Measure	Target	Target Year	Page reference
1	Undertake an annual “wellness programme”	Action	Undertake programme	Annual	13
2	Ensure that we have trained mental health champions across the business	Number of champions	300	2022	13
3	Undertake a Health and Wellbeing gap analysis on three of the existing Savills UK workplaces	Number of gap analyses	3	2022	-
4	Implement Health and Wellbeing minimum standards which apply to our UK workspace fit outs over a specified size	% of office fit outs	100%	2023	-
5	Maintain an Employee Assistance Program, rated as Excellent	Rating	Excellent	Annual	13
6	Support our staff through every stage of their career with relevant development, training, policies and benefits at each stage	Action	Complete review	2023	13
7	Achieve Level 3 Disability Confident Employer award and at least maintain that level thereafter	Action	Level 3	2023	13
8	Achieve minority ethnic recruitment for apprentices and graduates annually at least in line with the ethnic mix of the working age population, currently 18%	%	18%	2023	14
9	Ensure that the percentage of female directors increases	%	25%	2023	12

10	To provide an environment and culture which will encourage everyone to be comfortable and confident to disclose their sexuality	Action	Review	2023	12
11	To employ 100 apprentices across Savills UK, with a 50:50 male to female ratio	Number of apprentices	100	2023	14
12	Maintain accredited Living Wage Employer status	% of employees paid Foundation Living Wage	100%	Annual	13
13	Ensure procurement of renewable electricity across our UK workspaces	% of green electricity	100%	2023	8
14	Ensure procurement of green gas across our UK workspaces	% of green gas	100%	2023	8
15	Centralise and report on utility use within Savills UK	% coverage	100%	2021	8
16	Undertake an energy audit or a formal in-house review across our UK workspaces	% of offices	50%	2025	8
17	Carry out energy optimisation for areas within control across our UK workspaces	% of offices with improvements carried out	30%	2025	8
18	Achieve net zero carbon across our UK workspaces and emissions from company owned vehicles	Net emissions, tCO2e	Zero net emissions	2030	8
19	Report UK emissions footprint via public Energy Use and GHG disclosure	Action	Public report	2021	16
20	Undertake internal Scope 3 Emissions Assessment	Action	Internal report	2023	9
21	Undertake a Social Value Review of the Savills UK business with a view to improving upon our impact	Value stated	Value stated	2021	15
22	Support local communities by donating time and volunteering	Hours volunteered/year	-	2023	15
23	Report amount donated to charity by the UK business	£	250,000	Annually	15

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24	Develop and implement a sustainable travel policy for staff	Action	Implement Policy	2021	8
25	Improve recycling rate across our UK workspaces	% waste recycled	75%	2023	9
26	Reduce paper consumption usage from 2019 levels	%	25%	2023	9
27	Roll out training on sustainability across our UK workforce	Action	Launch training	2021	9
28	Up-date sustainable procurement policies to include:- requirements to maximise resource efficiency and reduce environmental impacts; biodiversity and ecosystem impact considerations and implement a sustainable cleaning practices	Action	Implement policies	2021	-