

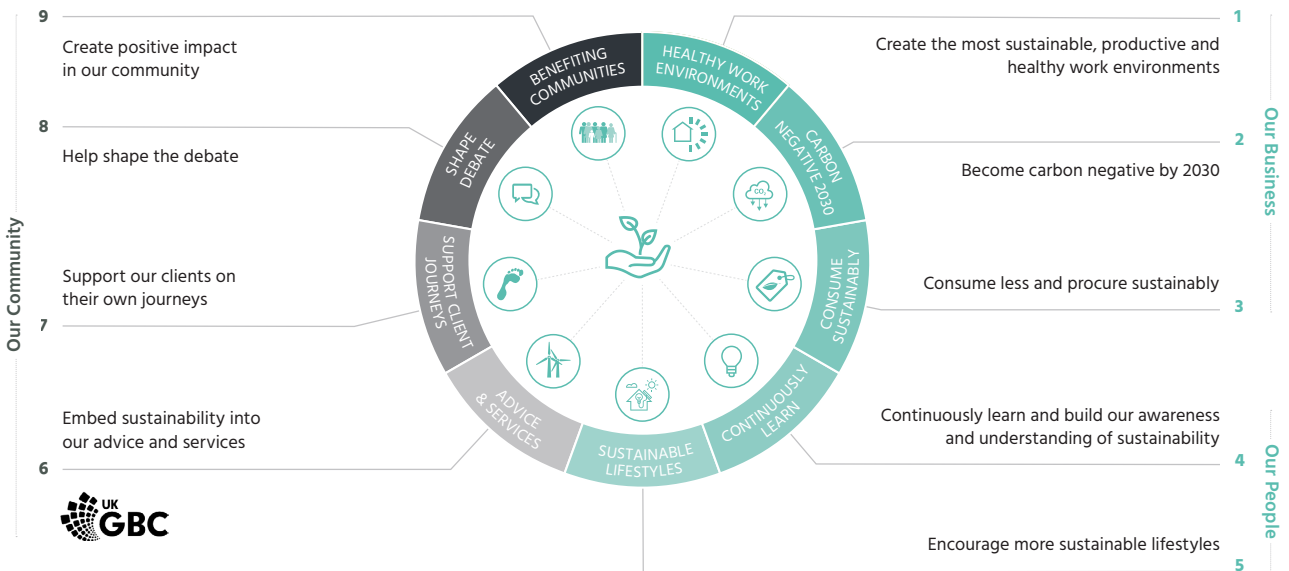
OUR SHARED FUTURE

Gerald Eve Climate Change Commitment & Framework

OUR SHARED FUTURE FRAMEWORK

To achieve our wider ambition of rapidly reducing our environmental impact, we have developed Our Shared Future Framework which identifies areas of change across our business, as well as ways we can help our people to live more sustainable lives and create a positive impact in our community.

Our Shared Future Framework is structured around nine strategic goals



The framework is a 'living' document and may be changed and adapted over time.

REPORTING, MONITORING AND ACCOUNTABILITY

The Managing Partner has ultimate responsibility for the firm's Climate Change Commitment and Our Shared Future Framework and its implementation, assisted by the firm's sustainability lead, facilities manager and office administrators in our regional offices.

The Strategy Board provides oversight of the targets and actions contained in the firm's Climate Change Commitment and Our Shared Future Framework. A progress report will be prepared for each board meeting, for review and approval.

Implementation involves total co-operation of everyone at Gerald Eve LLP and all employees are encouraged to support and cooperate with the targets and strategic goals as laid out above.

An annual progress report will be made available on the intranet and internet. This will include our annual carbon emissions. The reporting output will follow the structure of Our Shared Future Framework.

OUR RESPONSIBILITIES



- To integrate the targets and strategic goals contained in the firm's Climate Change Commitment and Our Shared Future Framework into all our business decisions.
- To ensure that action and progress is made against the targets and strategic goals contained in the firm's Climate Change Commitment and Our Shared Future Framework through regular review and reporting.
- To ensure that all staff are fully aware of the firm's Climate Change Commitment and Our Shared Future Framework and are committed to implementing it.
- To maintain an environmental management system (EMS) satisfying the requirements of our ISO14001:2015 certification.
- To comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice.

OUR SHARED FUTURE FRAMEWORK

Core area	Strategic goal	Thematic area	Action / target	KPI
Our business	1. Create the most sustainable, productive and healthy work environments	Office space	<ul style="list-style-type: none"> Selecting sustainable 'green' office space, where possible 	<ul style="list-style-type: none"> Certification
		Office fit out	<ul style="list-style-type: none"> All our offices to achieve the highest standards of certification for fit out, where possible Select recycled products, or products with no/ low use of plastics where possible – applicable for office furniture 	<ul style="list-style-type: none"> Certification
		Office environment	<ul style="list-style-type: none"> All offices to target fresh air supply at a rate of 8 litres per second per person Biophilia to be introduced into every workplace 	<ul style="list-style-type: none"> Ltrs/second per person n/a – description
	2. Become carbon negative by 2030	Carbon/ Energy	<ul style="list-style-type: none"> Become carbon negative for all our operations and business travel by 2030 Develop a roadmap and action plan to achieve our climate change commitment 	<ul style="list-style-type: none"> tCO2e
		Water	<ul style="list-style-type: none"> Measure and disclose water consumption in all our offices Establish benchmark for water use across all offices Set a meaningful reduction target 	<ul style="list-style-type: none"> m3 tCO2e
		Waste	<ul style="list-style-type: none"> Measure and disclose waste consumption in all our offices Establish a benchmark for waste consumption across all offices Set a meaningful target for recycled content and for waste reduction Zero waste to landfill by 2025 All food waste composted 	<ul style="list-style-type: none"> Tonnes tCO2e
		Cycling	<ul style="list-style-type: none"> Encourage use of the cycle to work scheme Ensure all offices have cycle changing and storage facilities 	<ul style="list-style-type: none"> n/a – description
		Walking	<ul style="list-style-type: none"> Encourage walking to and from work/ clients/ site visits 	<ul style="list-style-type: none"> n/a – description
		Vehicles	<ul style="list-style-type: none"> Encourage a reduction in vehicular movement Ultimately move to electric vehicles 	<ul style="list-style-type: none"> tCO2e
		3. Consume less and procure sustainably	Food and drink	<ul style="list-style-type: none"> Introduce more vegetarian and vegan meals in our menus Reduce meat consumption Select food from sustainable sources Avoid products with palm oil where possible, ensuring alternatives do not have a greater impact on the environment and deforestation
Paper	<ul style="list-style-type: none"> Become a paper free office by 2025 by reducing paper consumption and moving to recycled paper where it is still required 		<ul style="list-style-type: none"> Reams 	
Suppliers	<ul style="list-style-type: none"> Assess the environmental credentials of our suppliers – Supply Chain Charter (SCC) 		<ul style="list-style-type: none"> SCC 	
Stationary	<ul style="list-style-type: none"> Select recycled products, or products with no/ low use of plastics where possible 		<ul style="list-style-type: none"> n/a – description 	
Plastics	<ul style="list-style-type: none"> All single use plastics removed from offices by 2025 		<ul style="list-style-type: none"> n/a – description 	

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Core area	Strategic goal	Thematic area	Action / target	KPI
Our people	4. Continuously learn and build our awareness and understanding of sustainability	Awareness	<ul style="list-style-type: none"> All new joiners to watch UKGBC video – mandatory training/ CPD Sustainability speaker series To ensure that all staff are fully aware of our sustainability policy and are committed to implementing and improving it 	• n/a – description
	5. Encourage more sustainable lifestyles	Action	<ul style="list-style-type: none"> Promote more sustainable practices at home (especially when working) Promote principles of Socially Responsible Investment (SRI) for pensions 	• n/a – description
Our community	6. Embed sustainability into our advice and services	Advisory	<ul style="list-style-type: none"> Embed sustainability within our existing advice Share our own roadmap to becoming carbon negative 	• n/a – description
	7. Support our clients on their own journeys	Advisory	<ul style="list-style-type: none"> Engage our clients to help them achieve their strategic goals and objectives Share and promote our own roadmap to becoming carbon negative and Our Shared Future Framework Establish and maintain an approved sub-consultant panel 	• Number
	8. Help shape the debate	Participation	<ul style="list-style-type: none"> UKGBC PRI (Principles for Responsible Investment) RICS ‘value the planet’ 	• Membership
		Research	<ul style="list-style-type: none"> Conduct discreet pieces of research that will help to inform our clients 	• Number
		Events	<ul style="list-style-type: none"> Participate in events, panels and debates on the topic to be part of and help to shape the wider discussion 	• Number
	9. Create positive impact in our community	Volunteering	<ul style="list-style-type: none"> Offer volunteering opportunities for staff linked to environmental management Establish programmes of tree planting/ rewilding 	• Days
		Support	<ul style="list-style-type: none"> Donate to environmental charities and organisations 	• £
	Pro-bono	<ul style="list-style-type: none"> Offer pro-bono support and advice to environmental charities and organisations 	• Number	