

# Responsibility Policy

2020

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Our business purpose is to develop well designed, flexible and efficient office space, to meet the changing needs of our occupiers, the communities in which we work, and deliver long term value for all our stakeholders. In doing this we must recognise that our business activities are responsible, both directly and indirectly, for a variety of economic, social and environmental benefits and impacts. Therefore, it is important we manage our business in such a way that we enhance the positive and minimise the negative impacts.

To assist us in demonstrating and delivering a responsible approach to managing our business we have identified seven long term priorities, which are fundamental to our business and to the needs of our stakeholders, these are:

1. ***Designing & delivering buildings responsibly***
2. ***Managing our assets responsibly***
3. ***Creating value in the community and for our wider stakeholders***
4. ***Engaging & developing our employees***
5. ***Setting the highest standards of health and safety***
6. ***Protecting human rights***
7. ***Setting the highest standards of corporate governance***

## Being a responsible business means:

- Providing spaces and facilities which impact positively on the health, wellbeing and productivity of our occupiers, communities, and employees.
- Applying the concepts of environmental and social responsibility through the acquisition, design, development, operation and disposal of assets.
- Actively addressing climate change by working towards becoming a net zero carbon business by 2030.
- Ensuring compliance with all applicable legal requirements and with other requirements relevant to the activities of our business.

- Continuously seeking to improve our ESG performance whilst also promoting greater levels of corporate responsibility.
- Applying a robust approach to mitigate and manage the impact of ESG based risks on our business activities.
- Providing a framework for setting and reviewing robust performance metrics and mechanisms for reporting progress.
- Consulting with our key stakeholders on all key material issues. To ensure we are managing the issues effectively and reporting transparently.
- Working with our supply chain to ensure our ESG standards are being implemented and at least meeting our target invoice payment period.

In order to meet our key commitments and operate responsibly, we set and review objectives and targets which are reported both internally and externally. This policy is an integral part of our core business strategy and is supported by a wider suite of policies, strategies and frameworks.

Responsibility for this policy rests with the Responsible Business Committee and the delivery and its supporting processes rests with the Sustainability Team, which in turn is overseen by the Sustainability Committee. This policy is communicated to all our employees and those directly involved in our business activities and is available to view on our external and internal websites.

Approved on behalf of the Board by:



Paul Williams  
Chief Executive Officer  
Derwent London plc

August 2020