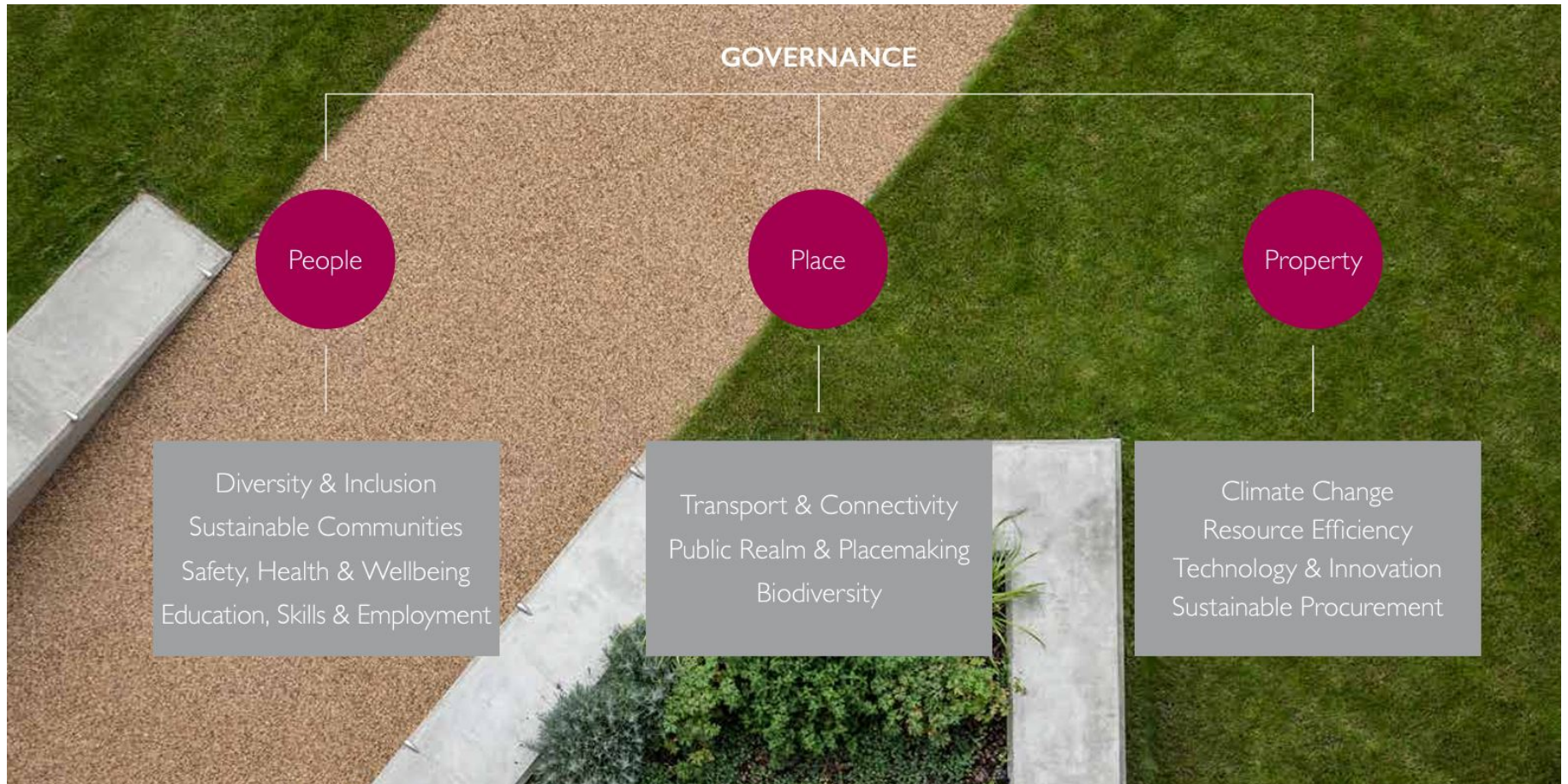


# OUR POLICY & OBJECTIVES 20





# QUINTAIN AREAS OF FOCUS AND PRIORITY



# PEOPLE - POLICIES & OBJECTIVES

---

*We aim to put people first in everything we do.*

*We recognise that we have a responsibility to leave a positive and lasting legacy with the people we work with, whether our own employees, our supply chain, or our local communities.*

## DIVERSITY & INCLUSION

Research has shown that a diverse and inclusive workplace can result in higher revenue growth, a greater readiness to innovate, an increased ability to recruit a diverse talent pool and significantly higher employee retention rates.

We believe that by employing and engaging with people from different backgrounds - and by learning from their lived experiences - we are better placed to create more inclusive places.

### DIVERSITY

*Objective: To improve diversity in all its forms across our business and operations, addressing potential biases and barriers to entrance and progression in the professions and sectors in which we operate.*

### INCLUSION

*Objective: To ensure that the contributions, presence and perspectives of all our employees are valued and used to inform our business decisions, allowing us to create places where everybody feels like they belong.*

## EDUCATION, SKILLS & EMPLOYMENT

We have a responsibility to ensure that local people benefit directly from the pathways into training, apprenticeships and employment programmes that exist across our activities and within our supply chain.

We are committed to investing in education and training at all levels to ensure that as many people as possible can access the opportunities that are available to them.

### EDUCATION

*Objective: To inspire local people to pursue careers in our sector by supporting educational partners and engaging with students to enhance their understanding of the required skillsets and the types of opportunities available to them.*

### SKILLS & EMPLOYMENT

*Objective: To share our knowledge and skills with local communities, equipping people with relevant training to support their future ambitions and providing access to apprenticeships and employment opportunities across our developments.*

## SAFETY, HEALTH & WELLBEING

We have a significant influence on the safety, health and wellbeing of a wide variety of stakeholders and can influence better outcomes through engagement, creative design and good management.

Beyond compliance with minimum requirements, we seek to find innovative solutions and to identify partners across our network to improve the health and wellbeing of our employees, residents, tenants and the wider community.

### SAFETY

*Objective: To achieve zero harm, zero accidents and zero incidents across our construction sites, assets and operations.*

### HEALTH & WELLBEING

*Objective: To engage, understand and seek to improve through various means the physical and mental health and wellbeing our employees, residents, tenants and local communities.*

## SUSTAINABLE COMMUNITIES

We are running a business and developing assets, but more importantly, we are building communities.

To be sustainable in the long-term, we need to meet the needs of the people who live, work and visit our places and we do this by engaging with our stakeholders on a regular basis, responding to and anticipating their needs.

### LOCAL COMMUNITIES

*Objective: To foster vibrant and happy communities by bringing people together via robust, balanced and accessible programmes of engagement and activity, appealing to different groups and ensuring everybody feels part of their local community.*

### RESIDENTS & TENANTS

*Objective: To listen to our tenants and residents, understand their needs and create environments that welcome a diverse range of residents, businesses and retailers through the delivery of buildings and spaces which instil a strong sense of belonging.*

**EMPLOYEES** *Objective: To ensure every member of our team feels supported in their career development and is encouraged to reach their full potential as part of a team of inspiring and like-minded people who want to get the most out of their career.*



# PLACE - OBJECTIVES

---

*We aspire to create inspiring, vibrant and thriving communities and neighbourhoods that are socially, culturally, environmentally and commercially sustainable.*

## BIODIVERSITY & NATURAL CAPITAL

The natural world provides many services that we rely on, from purifying the air we breathe, to pollinating our plants. We are increasingly aware of the need to preserve, protect and improve biodiversity across our developments and are committed to ensuring that the benefits of the natural environment are available to all, now and in future generations.

### BIODIVERSITY

*Objective: To adopt a holistic approach in order to maintain and enhance biodiversity across all our developments, through the selection of appropriate species, the provision of linkages to existing areas of biodiversity value and the adoption of best practice approaches to ongoing management.*

### POLLUTION PREVENTION

*Objective: To prevent damage to the natural environment through measures at design, construction and operational phases to reduce pollution to air, water and soil.*

## PUBLIC REALM & PLACEMAKING

The success of any place is largely dependent on the places and spaces that shape the built environment and how they function to welcome all. This is why we adopt a Space Positive design approach across all our projects, delivering public realm that not only creates an instant impact but also matures and has longevity.

From the infrastructure required for everyday activities and our day-to-day management approach, to the animation provided by regular events and one-off occasions, we consider the details so that we create places that are accessible, inviting and inspirational to all.

### PUBLIC REALM

*Objective: To provide a warm welcome to all through the adoption of a 'share with care' approach and the provision of hard and soft public realm at a variety of scales and settings.*

### SUSTAINABLE INFRASTRUCTURE

*Objective: To invest in infrastructure in a way that not only limits environmental impact, but also seeks to provide additional benefits to people, property and place.*

### CULTURAL PLACEMAKING

*Objective: Elevate cultural ambition through the establishment of strong partnerships and our approach to cultural programming, public art and associated infrastructure.*

## TRANSPORT & CONNECTIVITY

Transport and connectivity in new development goes beyond proximity to local transport networks and the availability of safe routes; for us, its about providing attractive public realm that actively encourages walking and cycling; about ensuring that transport options are linked and that if things go wrong on the daily commute, an alternative option is nearby; and about ensuring that logistics are managed so that our developments are not overwhelmed by people moving in and out, bin lorries picking up waste from dozens of different buildings and delivery vehicles dropping off construction, commercial and residential deliveries on a daily basis.

### ACTIVE TRAVEL

*Objective: To encourage active and healthy lifestyles through the provision of infrastructure and the promotion of active travel opportunities available for residents, employees and visitors.*

### PUBLIC & PRIVATE TRANSPORT

*Objectives: To encourage the use of local public transport services and support modal interchange; enhance the quality and availability of travel information and advice for site users; and to support sustainable and shared car-based mobility, minimising the number of single occupancy car driver trips made by residents, employees and visitors.*

### LOGISTICS

*Objective: To minimise the impacts of goods delivery and servicing trips on the local road network, easing congestion, reducing vehicle GHG emissions and improving local air quality.*



# PROPERTY - OBJECTIVES

---

*We endeavor to create sustainable buildings that are built to last and future proofed to ensure they provide a high-quality, comfortable environment, now and in the future. Our joined-up design and construction approach means we are well placed to deliver against our objectives and our increasing use of technology helps us to be better innovators.*

## CLIMATE CHANGE

The pace of global heating is increasing and there is little dispute that action needs to be taken to quickly prevent runaway climate change and the catastrophic impacts that would have on our buildings, communities and wider society. Reducing greenhouse gas (GHG) emissions through design, construction and in operation is therefore a priority for us, as is ensuring our assets are resilient and adaptable to a changing climate. We commit to becoming Net Zero Carbon by 2040.

### GHG EMISSIONS

*Objective: To reduce GHG emissions across our value chain, through the consideration of emissions during construction, own operations and the activities of our tenants in our assets and through the reporting of actual emissions on an annual basis.*

### RESILIENCE & ADAPTATION

*Objective: To ensure our assets and infrastructure are resilient and where necessary, adaptable in the face of a changing climate and potential increases in events such as flooding and overheating.*

## RESOURCE EFFICIENCY

Sustainable consumption helps to ensure that the many natural resources that are fundamental to our health, wellbeing and quality of life will still be available for us to use in the future. By using resources efficiently, we reduce our impact on the

environment and improve the overall sustainability of our business and of our occupants through reduced GHG emissions and reduced spend.

### WATER USE & EFFICIENCY

*Objective: To design, construct and operate our assets in a water efficient manner, identifying opportunities for reductions and over time, reducing overall water consumption.*

### WASTE & CIRCULAR ECONOMY

*Objective: To reduce the quantity of material described as waste; efficiently manage the waste that we and our occupants generate; and to optimise facilities and opportunities for reuse and recycling across our value chain.*

## SUSTAINABLE PROCUREMENT

The management of our supply chain is central to the delivery of many of our other objectives. Through the careful specification of goods and services and extensive engagement with our key suppliers, we build strong relationships and a better understanding of any support required to ensure the delivery of a sustainable and high-quality product; and through strict monitoring procedures, we ensure compliance with our requirements is met and delivery is to a high standard.

### RESPONSIBLE SOURCING

*Objective: To identify and expand our criteria for the responsible sourcing of materials, goods and services, to ensure that they meet our wider sustainability objectives.*

### SUPPLY CHAIN ENGAGEMENT

*Objective: To build meaningful relationships with our supply chain, enabling us to benefit from each other's experience and use our collective resources to deliver greater social value.*

### SUPPLY CHAIN MONITORING

*Objective: To ensure that our high standards are maintained through performance monitoring, review and continuous improvement.*

## TECHNOLOGY & INNOVATION

Technology plays an important role in all our lives and for the most part, makes them easier: opening up opportunities that might not otherwise be there; allowing us to better understand our assets; and providing better experiences for our customers.

We recognise however that ownership of and access to personal data is an increasingly important consideration for people; that the storage and processing of data is not without environmental cost; and that equipment lifecycles can be relatively short compared with other products, so we are also focused on understanding and addressing these issues.

### SMART INFRASTRUCTURE

*Objective: To apply a data driven approach and identify appropriate technological solutions to support better sustainability outcomes and encourage more sustainable behaviours across our different business functions.*

### DIGITAL ETHICS

*Objective: To be a trusted data partner by embedding best practice in our use of personal data and through the identification and enforcement of digital ethics standards across our business and digital supply chain.*

### SUSTAINABLE TECHNOLOGY

*Objective: To ensure a sustainable technology life-cycle through the consideration of key sustainability issues in the procurement, in-use and end-of-life stages of any technology solutions we adopt.*

