

SUSTAINABLE DEVELOPMENT FRAMEWORK

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PURPOSE

Sustainability is inherent to Workspace and informs everything we do. Our three-pillar sustainability strategy enables us to continually improve our environmental and social impact.

1. DELIVERING A CLIMATE-RESILIENT PORTFOLIO
2. LOOKING AFTER OUR PEOPLE
3. SUPPORTING OUR COMMUNITIES

This Sustainable Development Framework sets out Workspace's methodology for delivering sustainable buildings by reducing impact on the environment and maximising social value. The framework ensures a consistent sustainability focused approach across all Workspace developments and refurbishments.


Our environmental and social achievements demonstrate our performance-driven mindset and undeterred commitment to maximising stakeholder value.


Sonal Jain
Head of Sustainability



SCOPE AND APPROACH

The framework aligns to our development process and the RIBA project stages. It stipulates best practice where project opportunities exist, whilst setting minimum requirements across all areas of the framework.

The framework sets out the key requirements and responsibilities to ensure a holistic sustainability focus. It does not include an exhaustive list of actions but outlines key activities to be undertaken or considered to reach the desired outcomes.

Sustainability objectives are communicated to consultants, contractors, suppliers, and agents from the outset with accountability shared across the project team. Our project managers ensure the framework is consistently applied throughout the various stages.



We work with a broad range of long-term partners and have a track record of refurbishments and redevelopments where strong relationships with local government, communities and contractors are integral. These relationships are based on stringent ethical and sustainability standards. We provide direct feedback to suppliers so that they can improve their products and services.

The framework focuses on four key themes:

1. CERTIFICATION

To ensure that developments align with relevant sustainability certifications.

2. ENVIRONMENTAL

To ensure all projects are built to net zero specification, both in construction and operation. Environmental impact is minimised across other impact areas such as waste, water, materials and biodiversity.

3. SOCIAL

To ensure all Workspace projects produce a positive social and economic impact in the surrounding area. To ensure contractors operate in a sustainable manner, whilst creating a healthy comfortable environment for occupants.

4. MANAGEMENT

To ensure the sustainability outcomes targeted throughout the design and construction stages are followed in operation. Additionally, user feedback is attained on performance of building and post occupancy evaluation is undertaken.



100%

CONSTRUCTION & FACILITIES PARTNERS
PAID REAL LONDON LIVING WAGE

SCOPE AND APPROACH CONTINUED

OUR SUSTAINABLE DEVELOPMENT FRAMEWORK THEMES

CERTIFICATION

Overall building certifications
- BREEAM

Wellbeing focused certifications
- WELL

Energy Performance Certification
- EPC

ENVIRONMENTAL

Operational Carbon

- All developments to follow a net zero carbon pathway and meet energy performance targets. All buildings are designed to be powered by renewable electricity.

> Targets are in appendix 1B

Embodied Carbon

- All developments to undertake a whole life cycle carbon assessment and meet an embodied carbon target.

> Targets are in appendix 1B

Materials and Resources

- All developments to be designed using Circular Economy Principles. All projects to undertake an audit to see where materials can be reused.

Water

- All developments to have water efficient fittings and fixtures. Rain water and grey water systems to be implemented where possible.

Biodiversity

- All developments to meet the target biodiversity and urban greening requirements. Design to implement nature based solutions.

Climate Resilience

- All developments to undertake a systematic climate risk assessment, with adaptive measures incorporated to build resilience.

Transport

- All developments to include best in class shower and bike storage facilities, including EV charging points.

SOCIAL

Socio-economic Impact

- All developments to deliver positive social and economic gain to the local area through targeted initiatives such as local employment, local procurement, apprenticeships and community support.

- All developments to also assess and report on social value generated

Health and Wellbeing

- All developments to ensure high water and in-door air quality.

- Ensure daylight and occupant comfort is maximised.

- A security needs assessment is undertaken to inform design improvements.

MANAGEMENT

Project Management

- Apply principles from Soft Landings framework on all projects.

Post-construction management -

- Undertake Post Occupancy Evaluation on satisfaction and wellbeing of occupants.
- Develop Building User Guide and aftercare plans to be shared with all future occupants .

Contractor performance -

- Monitor on-site energy usage, achieve a minimum Considerate Contractor Score.
- All contractors to have an EMS in place appropriate to the scale of project
- All contractors to deliver social value in construction.



For detailed information and objectives on the four themes refer to Appendices 1 on page 11

SCOPE AND APPROACH CONTINUED

THE FRAMEWORK IN ACTION

This case study illustrates how we are adopting the Sustainable Development Framework.

1. REDEVELOPING CHOCOLATE FACTORY IN WOOD GREEN

Like many of Workspace's buildings, Chocolate Factory has a long and rich history.

Whilst it is now home to 40 customers, with activities ranging from luxury wallpaper designers to streetwear brands and artists, the site was a sweets manufacturing facility at the end of the 19th century.

Chocolate Factory is now one of Workspace's main redevelopment projects, and will upgrade 38,000 sq. ft. of business space. Careful design considerations led us to preserve most of the old structure and give a second life to unique features such as the historic façade, exposed bricks and ironwork.

These design choices both preserve the site's heritage but also drastically reduce the project's carbon emissions.

The design is estimated to emit 291 kgCO₂e/m² in embodied carbon, a significant reduction from the defacto option which entailed the demolition of an old water tower, an industrial-era enclosed bridge and low-rise storage buildings. All of these building elements will now be repurposed into meeting spaces and site amenities. Operational energy and carbon reduction is also central to the project's design, which will include high performing windows and internal insulation, as well as decarbonised heating through the installation of heat pumps.

The project is part of the wider mixed-use regeneration scheme at this location, including 230 residential units and 72 affordable housing units with a new public square and significant landscaping improvements.

Workspace is working in partnership with the contractor on-site to increase social value in the local area. Some key successes have been supporting local charities and reuse of construction materials to build planters for a community centre.

The project incorporates biophilic design with added greenery and a spacious terrace area to boost local biodiversity, and improve wellbeing of customers. On-site facilities are also being enhanced to encourage sustainable travel such as bike racks and showers.

38,000sq ft

OF REFURBISHED SPACE

291kgCO₂e/m²GIA

EMBODIED CARBON
(71% LESS THAN INDUSTRY BENCHMARKS)

Excellent

TARGETING BREEAM EXCELLENT RATING

39%

EXPECTED IMPROVEMENT ON PART L ENERGY
STANDARDS FOR REFURBISHED SPACE

SCOPE AND APPROACH CONTINUED

2. LEROY HOUSE IN ISLINGTON



77%

REDUCTION FROM CURRENT EMBODIED
CARBON BENCHMARK FOR OFFICES

24%

MORE ENERGY EFFICIENT THAN CURRENT
REGULATION

Net zero carbon considerations are at the heart of the design of this refurbishment project, aiming to achieve a BREEAM Excellent certification.

Leroy House is designed to achieve 230 kg CO₂e upfront carbon per m² GIA, 77% better than current benchmark. Key measures are:

- retaining the current structure and leaving ceilings exposed
- using steel with high recycled content and concrete with low carbon cement
- opting for natural ventilation, thus limiting the amount of plant

The project will enable significant operational carbon emissions savings, including a projected 24% reduction in regulated energy consumption over Part L. Key measures are:

- replacement of gas boilers with heat pumps
- 380 kW solar panel installation
- double glazing
- high efficiency LED lighting and absence detection sensors

Wellbeing enhancing features were also prioritised throughout:

- large windows that open to ensure good levels of natural daylight and ventilation
- 50m² of green roof to promote local biodiversity
- 98 cycle racks, 10 showers and a wet room to encourage sustainable modes of transportation and active lifestyles

Workspace is working in partnership with the contractor to deliver positive social impact, such as, sourcing procurement locally and providing apprenticeships to create pathways into employment.

GUIDING PRINCIPLES

Within the principles we have further guidance to help reach the objectives. These are:

1. NET ZERO CARBON
2. CIRCULAR ECONOMY
3. SUSTAINABLE MATERIALS
4. SOCIAL VALUE IN CONSTRUCTION
5. HEALTH AND WELLBEING

1. NET ZERO CARBON

Climate change mitigation is the cornerstone of our sustainability strategy and we have made the commitment to be net zero by 2030. A significant proportion of our emissions are attributed to the operations of our buildings and refurbishment and development activities. This means reducing the embodied carbon of our development projects is a priority for us, along with ongoing focus on operational efficiency. This net zero guidance will help us reduce our carbon impact by setting best practice criteria and targets.



For details on specific targets see appendix 1B

PASSIVE

Prioritise natural ventilation and night time purge cooling

Maximise thermal mass to reduce peak internal temperatures

Aim for a low form factor to ensure good thermal performance

Minimise energy gains based on tenant usage profiles

Consider the building fabric performance including triple glazing looking at operational and embodied carbon impact

Consider g-values based on daylight simulations and use dynamic energy modelling to optimise glazing ratio and shading

Consider highly airtight building envelope to minimise heating and cooling

Target LETI U-value and minimise thermal bridging

ACTIVE

Maximise on-site renewable energy generation through solar panels

Reduce heating set points and use variable refrigerant flow heating and cooling

Sites to be powered by 100% renewable electricity and no gas

Submeter electrical, heating and cooling consumption and ensure occupancy driven building management system is in place

Install highly efficient lighting and occupancy sensors

Heat pump solution should be implemented for hot water and waste heat should be reclaimed where possible

Implement energy efficient technology such as air source heat pumps

EMBODIED

Building materials to have a high recycled content

Raised access floors to be avoided from design

Reuse building structure where possible

Undertake options analysis on new structural solutions to ensure low embodied carbon.

Our redevelopments show how preserving heritage goes hand in hand with reducing carbon.

Bryony Gerega
Head of Development

GUIDING PRINCIPLES CONTINUED

2. CIRCULAR ECONOMY

As a business, our primary focus is on repurposing old buildings to higher sustainability standards by embracing circular economy principles. This means understanding every building as a material bank, and moving away from the traditional take - make - waste approach. This in turn allows us to deliver a low carbon building and minimise our overall environmental impact.

To ensure a circular approach we use the following principles throughout the relevant development stages.

PRINCIPLE	EXPLANATION	EXAMPLES
Building in Layers	Ensuring that different parts of the building are accessible and can be maintained and replaced where necessary	Making the building services easily accessible without compromising other building elements with longer life cycles
Designing Out Waste	Ensuring that waste reduction is planned in from project inception to completion, including consideration of standardized components, modular build, and reuse of secondary products and materials	Setting construction and demolition waste targets and ensuring a plan is put in place to reduce waste during these processes
Designing for Longevity	Choosing of materials that have long life cycles and are easy to repair/maintain Furthermore, ensuring that a proper handover is made between the design team and Workspace to ensure the building is used to its optimum lifecycle	Designing the façade to withstand the negative future impacts of climate change to ensure its longevity
Designing for adaptability or flexibility	Ensuring that future potential changes in the building's primary use are considered and that the building can be easily converted to accommodate such uses through the design of the structure, building services strategy and partitioning of spaces	Ensuring partitions can be easily added/removed to create adaptable spaces for different uses
Designing for disassembly	Ensuring that building elements, at the end of their life cycles, can be easily disassembled with minimum demolition	Modular design of façade that allows for simple plug in/plug out of the façade elements without impacting the rest of the structure
Using systems, elements or materials that can be reused and recycled	Ensuring that all building materials have an end of life plan for reusing/recycling	Ensuring that all fit-out items have an end of life "material passport" document that outlines the most efficient strategy of circulating it back into the economy is followed
Using systems, elements or materials that are made from recycled and reused materials	Ensuring that during the design stage, reused and recycled building elements are specified as much as possible	If specified, recycled raised access floor from a supplier should be specified rather than new elements



For details on specific targets see appendix 1B

GUIDING PRINCIPLES CONTINUED

3. SUSTAINABLE MATERIALS

Workspace strongly advocates for use of sustainable materials in all development and refurbishment activities. This allows us to reduce the environmental impact of our projects and create a healthy and sustainable working environment for our customers. Sustainable materials include materials that have a low carbon footprint, high traceability and are made from natural materials. When selecting materials, we have a list of requirements including certifications, recycled content and a list of prohibited materials for our project teams to adhere to.

MATERIALS / PRODUCTS	REQUIRED	DESIRED	PROHIBITED
Timber based Products	<p>All timber to be certified under the Programme for the Endorsement of Forest Certification (PEFC) or Forest Stewardship Council (FSC)</p> <p>Low or zero Volatile Organic Compounds (VOCs) (BREEAM NC 2018 Criteria)</p> <p>Environment Product Declarations (EPDs)</p>	<p>Timber marked as 'Grown in Britain'</p> <p>Chipboard 70% recycled content</p>	<p>Wood treatments containing: Creosote, Arsenic or Pentachlorophenol</p>
Concrete	<p>Recycled content minimum levels- 50% (foundations) 25% (structure)</p> <p>Environment Product Declarations (EPDs),</p> <p>BES 6001 Very Good or Excellent</p>	<p>Recycled content minimum levels in cement - 70% (foundations) 30% (structure)</p>	
Steel	<p>Structural Steel - recycled content minimum level 25%</p> <p>Reinforcing Steel (Rebar) - recycled content minimum level 97%</p> <p>Environment Product Declarations (EPDs)</p> <p>BES 6001 Very Good or Excellent</p>	<p>Electric Furnace Arc Produced Structural Steel (evaluate transport distance)</p>	
Aluminium	<p>Environment Product Declarations (EPDs)</p> <p>BES 6001 Very Good or Excellent</p>	<p>90% Recycled content</p>	
Glass	<p>Environment Product Declarations (EPDs)</p> <p>BES 6001 Very Good or Excellent</p>	<p>30% Recycled content</p>	
Stone & Aggregates	<p>Responsibly sourced within the EU/UK</p> <p>Recycled content minimum level aggregate fill 100%</p> <p>Environment Product Declarations (EPDs)</p> <p>BES 6001 Very Good or Excellent</p>	<p>Natural stone extracted in the UK</p>	<p>Stone extracted and transported from other continents</p>
Brick and Blockwork	<p>Brick - recycled content minimum level 30%</p> <p>Blockwork - recycled content minimum level 50%</p> <p>Environment Product Declarations (EPDs)</p> <p>BES 6001 Very Good or Excellent</p>		



For details on specific targets see appendix 1B

GUIDING PRINCIPLES CONTINUED

3. SUSTAINABLE MATERIALS CONTINUED

MATERIALS / PRODUCTS	REQUIRED	DESIRED	PROHIBITED
Plasterboard	Recycled content minimum level 80% Environment Product Declarations (EPDs) BES 6001 Very Good or Excellent		
Floor Finishes	Low or zero Volatile Organic Compounds (VOCs) (BREEAM NC 2018 Criteria) Environment Product Declarations (EPDs) BES 6001 or EMS ISO14001	Health Product Declaration (HPD) Living Building Challenge Red List Free At least 40% recycled content	
Wall Finishes	Low or zero Volatile Organic Compounds (VOCs) (BREEAM NC 2018 Criteria) Environment Product Declarations (EPDs) BES 6001 or EMS ISO14001	Health Product Declaration (HPD) Living Building Challenge Red List Free At least 40% recycled content	
Ceiling Finishes	Low or zero Volatile Organic Compounds (VOCs) (BREEAM NC 2018 Criteria) Environment Product Declarations (EPDs) Responsibly Sourced (ISO14001)		
Decorations & Adhesives	Paints, coating, adhesives and sealants applied on site with low or zero Volatile Organic Compounds (VOCs) (BREEAM NC 2018 Criteria) Environment Product Declarations (EPDs) Responsibly Sourced (ISO14001)	Health Product Declaration (HPD) Living Building Challenge Red List Free Water Based	Isocyanate-Based Polyurethane (PUR and PU) and Polyisocyanurate (PIR) Halogenated flame retardants
Refrigerants	Refrigerants with a GWP of less than 675	Refrigerants with a GWP of less than 5	
Insulation	Insulants with a GWP of less than 5 Volatile Organic Compounds (VOCs) (BREEAM NC 2018 Criteria) Environment Product Declarations (EPDs)	Health Product Declaration (HPD) Living Building Challenge Red List Free at least 50% recycled content or 50% renewable material, e.g. hemp, flax, wool	Antimony, Isocyanate-Based Polyurethane (PUR and PU) and Polyisocyanurate (PIR) Halogenated flame retardants



For details on specific targets see appendix 1B

GUIDING PRINCIPLES CONTINUED

4. SOCIAL VALUE IN CONSTRUCTION

The Social Framework spans the following four pillars and aims to have a lasting positive impact on people's quality of life.

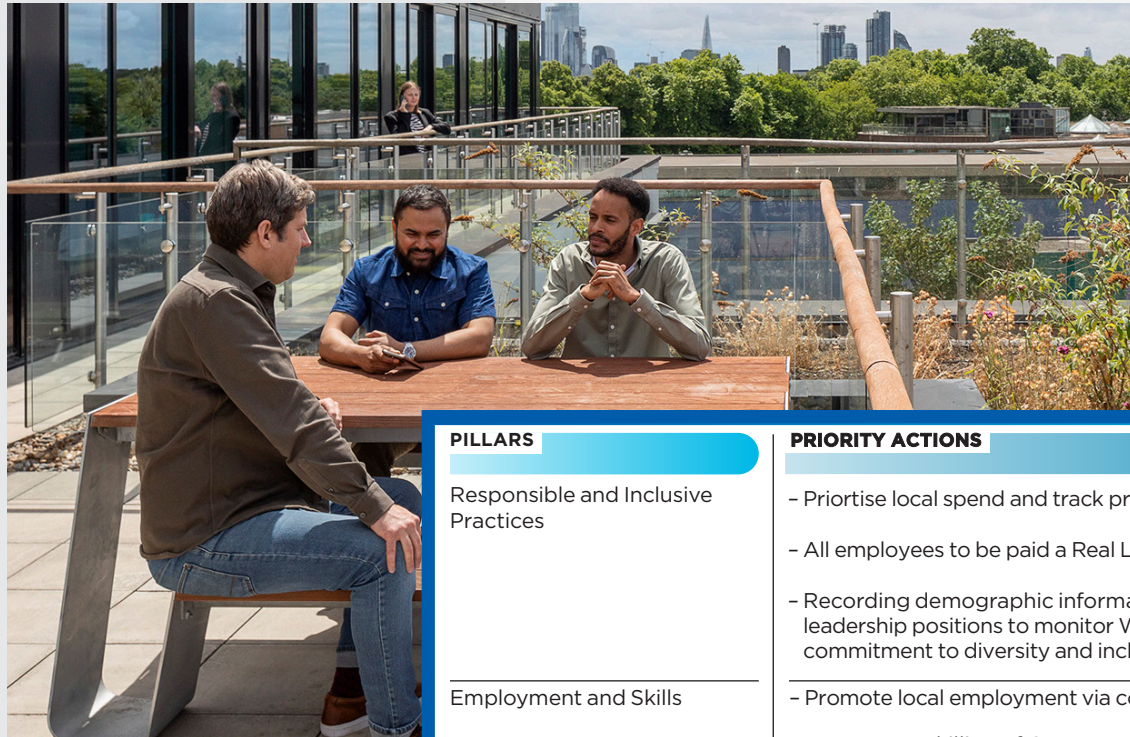
1. RESPONSIBLE AND INCLUSIVE PRACTICES

2. EMPLOYMENT AND SKILLS

3. WELLBEING

4. CHARITY AND COMMUNITY SUPPORT

Through our construction activities we have a significant opportunity to deliver positive impact in the local area, by targetting initiatives that help our customers, our communities and construction value chain. We do this by setting priority actions to be considered and implemented through the design and construction process. We then collaborate with our contractors to deliver on these.



PILLARS

Responsible and Inclusive Practices

Employment and Skills

Wellbeing

Charity and Community Support

PRIORITY ACTIONS

- Prioritise local spend and track progress
- All employees to be paid a Real Living Wage.
- Recording demographic information of staff employed in leadership positions to monitor Workspace & supply chain commitment to diversity and inclusion
- Promote local employment via construction projects
- Promote upskilling of Contractor's workforce
- Support local schools with skills and employment programmes, promoting the Built Environment & Construction sectors as potential areas for future careers and employment
- Improving staff wellbeing and mental health awareness by targeting all employees on any given building contract, to be provided with access to comprehensive and multidimensional wellbeing programmes
- Ensuring Project & Contractor teams engage with Local communities and charity organisations to offer need based support



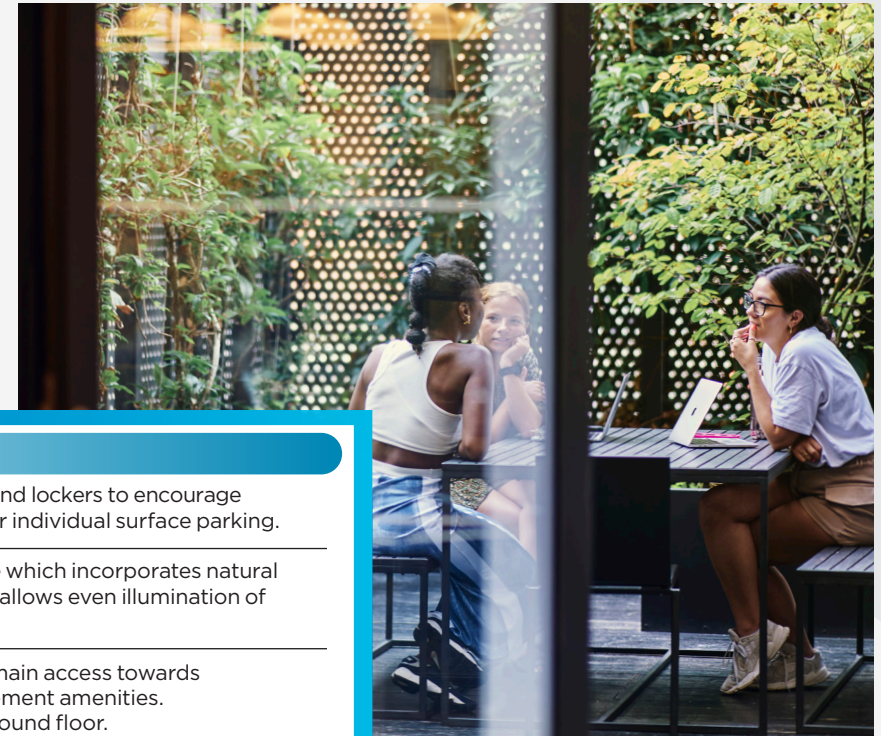
For details on specific targets see appendix 1C.

GUIDING PRINCIPLES CONTINUED

5. HEALTH AND WELLBEING IN DESIGN

Customer wellbeing and productivity is a key priority for Workspace. A well designed space with interventions such as access to natural light, green spaces, optimum air quality and communal areas can significantly enhance user experience.

In alignment with WELL and FitWELL standards, we have set priority actions to be considered and implemented in the design of buildings.



AREA	PRIORITY ACTIONS
Access	Ensure bicycle parking, showers and lockers to encourage cycling and limit opportunities for individual surface parking.
Outdoor space	Include an outdoor garden space which incorporates natural elements and install lighting that allows even illumination of outdoor spaces.
Entrance and ground floor	Prohibit on-site smoking, orient main access towards pedestrian area and include pavement amenities. Provide public accessibility on ground floor. Advertise local amenities.
Stairs	Stairs to be located in a visible area with all levels being connected. Encourage stair usage and implement safety measures on stairs.
Indoor environment	Install permanent air quality monitors, provide separate ventilation for areas that use or store chemicals.
Workspaces	Provide customers with natural daylight, views of nature, operable shading, active work stations and regulation of thermal comfort.
Shared spaces	Provide customers with common break out areas, dedicated quiet areas, dedicated lactation rooms, multi-purpose rooms, exercise room.
Water supplier	Provide a sufficient number universally accessible water stations and bottle refill areas.

A healthy, happy workforce is a product of many things, one factor that we can influence is a well designed space that boosts wellbeing

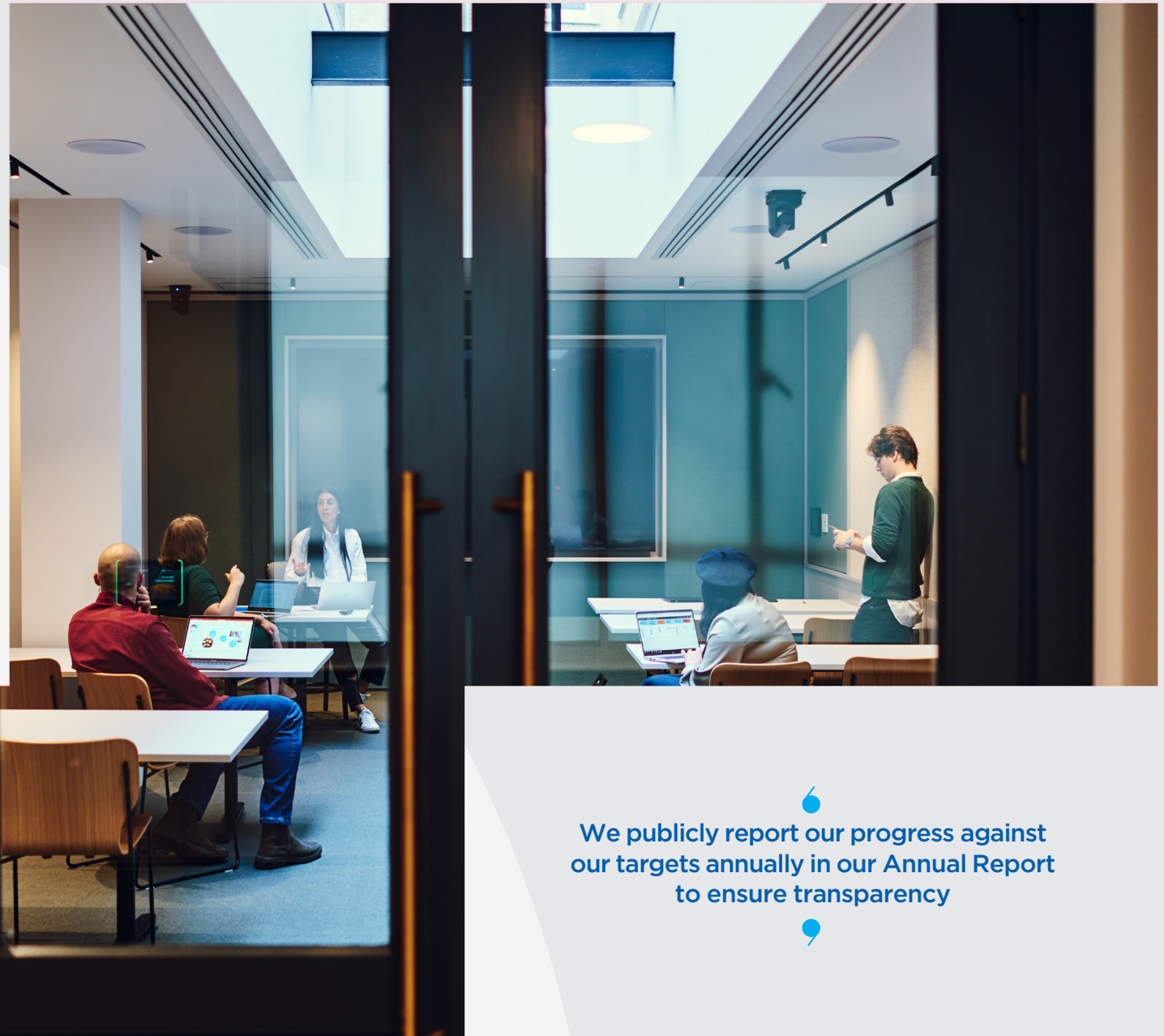
Kahroon Tanvir
Head of Project Management

PERFORMANCE MONITORING AND ASSURANCE

The implementation of this framework on development projects is the responsibility of the Workspace Project Managers, supported by our sustainability consultants and the in-house sustainability team.

The framework is used as a brief setting tool and responsibility is assigned to relevant teams for delivery. At the commencement of a project, the Project Manager carries out a scoping exercise to identify any objectives that may not be relevant to the scope and/or size of the project. The framework is then used to track progress as the design progresses. At the end of each RIBA stage, an updated schedule is shared detailing progress against each sustainability target.

We publicly report progress against our sustainability targets and profile development case studies in our annual report.



We publicly report our progress against
our targets annually in our Annual Report
to ensure transparency

APPENDIX



APPENDIX

1. SUSTAINABILITY SCHEDULE

1A. CERTIFICATION

THEME	SUB-THEMES	SUSTAINABILITY OBJECTIVE
Certification	Air Rated Assessment	Undertake Air Rated Assessment to demonstrate baseline air quality levels
	BREEAM	All new and major refurbishment projects to achieve a BREEAM Excellent and develop a pathway to achieving BREEAM Outstanding where possible
	WELL	WELL V2 certification viability to be scoped at RIBA Stage 1/2. Target = Certified - Gold. Adopt principles of WELL standard in the design, even if certification is not viable
	EPC	Achieve a minimum EPC 'A' for new developments and EPC 'B' or better for refurbishments

APPENDIX CONTINUED

1. SUSTAINABILITY SCHEDULE CONTINUED

1B. ENVIRONMENT (1 OF 2)

THEME	SUB-THEMES	SUSTAINABILITY OBJECTIVE
<p>Environment</p>	<p>Operational Carbon</p>	Undertake Net Zero Carbon Pathway Analysis, aligning with CRREM tool
		Undertake whole life carbon analysis and establish offset requirements
		Achieve 20% improvement over Part L through Passive strategies. Target building fabric performance set out in LETI guidance for New Construction and Refurbishment
		Achieve 25% improvement over Part L through Active strategies
		Undertake TM 54 analysis at stage 2, 3 and 4 on new and major refurbished projects, targeting Paris Proof energy targets specified in UKGBC guidance
		Install 100% Automatic Meter Reading for Electricity, Gas and Water.
		Maximise renewable energy systems where suitable
		Procure appliances and fittings from approved lists (gov.uk guidance)
		Minimise refrigerant use and specify products with low GWP value
		<p>Embodied Carbon</p>
All new build projects to meet whole life embodied carbon target of 750 kgCO ₂ e/m ² by 2030, and 350 kgCO ₂ e/m ² by 2030 for refurbished projects, for scopes A-C. A whole life embodied carbon assessment is expected to take place at stages 2,4 and 5 with improved accuracy expected.		
<p>Materials and resources</p>	Compliance with Workspace Materials Schedule, in table 3	
	Where there is demolition or strip out to existing buildings undertake a pre-demolition audit to determine material re-use onsite. Required as part of BREEAM Wst 01.	
	Design following Circular Economy Principles (see table 2) and BREEAM Wst 06	
	Design teams to explore modern methods of construction such as modular construction techniques.	
	All timber-based products are assessed and certified under the Forest Stewardship Council (FSC) or Programme for the Endorsement of Forest Certification (PEFC) programmes.	
		Manufacturers specified for new materials for major building elements to have either BES 6001 or ISO 14001 certification

APPENDIX CONTINUED

1. SUSTAINABILITY SCHEDULE CONTINUED

1B. ENVIRONMENT CONTINUED (2 OF 2)

THEME	SUB-THEMES	SUSTAINABILITY OBJECTIVE	
Environment	Materials and resources	Prioritise materials with an Environment Product Declaration and extracted/manufactured within the UK or EU	
		Identify a material reusability % target of the substructure and superstructure of the existing building and calculate the savings (cost and carbon). Detailed within Circularity Statement.	
		Do not exceed 3.5 tonnes /6.5 tonnes of non-hazardous construction waste per 100m2 of GIFA for refurbishment/ New Construction projects.	
			Divert 100% of construction and demolition waste from landfill.
	Water	Specify water efficient fixtures to achieve at least 50% reduction in potable water consumption, in accordance with BREEAM Wat01 methodology.	
		Implement grey and rain water systems where feasible	
		Provide Automatic Meter Reading (AMR) water metering and leak detection to improve water management and efficiency	
	Biodiversity	Appoint a ecology consultant and undertake an ecology survey to inform a net gain onsite and to ensure deployment of purposeful green infrastructure.	
		Calculate Urban Greening Factor. Implement initiatives that contribute to local green infrastructure network	
		Install appropriate habitat for native and identified species (e.g. bird and bat boxes and insect walls).	
	Climate resilience	Undertake systematic climate risk assessment to inform mitigation measures, such as flood risk management	
		For air-conditioned developments incorporate passive design measures. Test proposed design solutions against future 2030 weather files.	
Undertake energy modelling for the building incorporating future climate change scenarios.			
Select materials for external horizontal surfaces that have a high albedo to reduce local overheating			
Transport	Provide active electric vehicle infrastructure for 20% of parking, where provided.		
	Cycling infrastructure: <ul style="list-style-type: none"> - Provide cycle storage in accordance with London Plan requirements. - Provide one locker for every cycle space / or one locker for every 5 building occupants. - Provide showers with changing areas at a rate of 1 for every 10 cycle storage spaces. - Electric charging points for electric bicycles 		
	Undertake a developer's transport statement and travel plan setting out site specific green travel measures for incorporation within the design.		

APPENDIX CONTINUED

1. SUSTAINABILITY SCHEDULE CONTINUED

1C. SOCIO-ECONOMIC

THEME	SUB-THEMES	SUSTAINABILITY OBJECTIVE
<p>Social</p>	<p>Socio-Economic Impact</p>	<p>Deliver positive social impact through design and construction of projects by implementing guidance provided in Table 4. Actions to consider::</p> <ol style="list-style-type: none"> 1. Assess and map out partnerships, priorities, relationships, and community uses in the area; 2. Appoint community consultant for engagement and explore local social priorities; 3. Assess and consider community uses and integrate as part of the project brief; 4. Sponsor local community initiatives through space and monetary donations and sponsorships; 5. Develop construction neighbour and community engagement strategy with local stakeholders; 6. Develop an education, employment and training strategy aligned with supplier initiatives and/or opportunities to achieve net zero; 7. Develop a plan with deliverables with local groups and suppliers to support the education, employment and training strategy, incorporating upskilling and apprenticeships 8. Partner with a local school(s) to support needs and raise knowledge of careers in the built environment 9. Develop a Local Growth plan to support local social enterprises, businesses and SMEs 10. Contractors to support at least one community engagement activity each year, where team members give time to a project that benefits and supports the local community. 11. Ensure consultation and engagement activities are targeted to local demographics and includes engagement with under-represented groups within the community. <hr/> <p>Assess and evaluate social value outcomes for the development and operations</p> <hr/> <p>Include public art, greenery and natural elements within the project brief for public realm.</p> <hr/> <p>Require the Principal Contractor to report the payment of London Living Wage for their direct employees. Target is 100% of Tier 1. Encourage reporting and payment of living wage from Tier 2 supply chain.</p>

APPENDIX CONTINUED

1. SUSTAINABILITY SCHEDULE CONTINUED

1D. HEALTH AND WELLBEING TARGETS

THEME	SUB-THEMES	SUSTAINABILITY OBJECTIVE
<p>Social</p>	<p>Health and Wellbeing</p>	<p>Ensure water quality at the site meets high standards in line with WELL V2 criteria W01 and W02.</p>
		<p>Finishing products are compliant with Formaldehyde and VOC levels within the material schedule</p>
		<p>Produce a site specific indoor air quality plan (IAQP) for optimal internal air quality BREEAM Hea 02.</p>
		<p>Indoor Air Quality: Align with the WELL Building (V2) Standards for indoor air quality (Features A01, A05)</p>
		<p>Adhere to BCO best practice guidelines for ventilation rates if a natural ventilation strategy cannot be implemented</p>
		<p>Undertake an adaptive comfort analysis using CIBSE TM52 overheating methodology and incorporating CIBSE TM49 weather files for climate change scenarios. Achieve the required comfort criteria - Mechanically cooled spaces to achieve a PMV value between -0.5 and +0.5, and maximum indoor operative temperatures not exceeding more than 3% of occupied hours.</p>
		<p>Undertake a daylighting analysis to confirm compliance with BREEAM Hea01 daylight requirements within new buildings.</p>
		<p>Maximise provision of onsite recreational and/ or restorative space with natural elements that offer positive physical and mental health benefits, and a sense of wellbeing. And/or, provide access to outside space within 300m walking distance of the building.</p>
<p>Appoint a Suitably Qualified Security Specialist (SSQS) to undertake a Security Needs Assessment.</p>		

APPENDIX CONTINUED

1. SUSTAINABILITY SCHEDULE CONTINUED

1E. MANAGEMENT		
THEME	SUB-THEMES	SUSTAINABILITY OBJECTIVE
Management	Post Construction Monitoring	Undertake Post Occupancy Evaluation (POE) that address occupant satisfaction and wellbeing. Report % of occupants expressing satisfaction in survey.
		Develop a Handover and Aftercare Plan through a Building User Guide as per BREEAM guidance Man 04 and Man 05
	Project Management	Adopt key principles of Soft Landings framework for all new development projects
	Contractor Performance	Agree project specific targets using Construct CO2 guidance.
		Monitoring on-site energy, carbon and water use
		Achieve a minimum Considerate Constructors Score (CCS) of 39/50 for all developments and major refurbishments in 2020/21
		Deliver positive social impact through construction process by implementing actions listed in Table XX. Monitor and report social value generated.
	Ensure the contractor has an Environmental Management System in place appropriate to the nature and scale of the project at tender stage	
	Hold a CLOCS (Construction Logistics and Community Safety) review and achieve a minimum score in each section	