

ENVIRONMENTAL, SOCIAL & CORPORATE GOVERNANCE POLICY STATEMENT

1st January 2021

Carter Jonas

INTRODUCTION

Carter Jonas is a UK-based multi-disciplinary property partnership providing residential, commercial, rural, and planning and development advisory services. We help clients realise their goals and aspirations by providing 'simply better advice'.

Our values are:

APPROACHABLE:

We treat every relationship with respect, integrity and warmth

AMBITIOUS:

We are ambitious for our clients and for our firm

EFFECTIVE:

We do what we say we will, we do it well and we're accountable

Consistent with our values, we recognise our own responsibilities and impacts as a business, including the Environmental, Social and Governance (ESG) issues that affect us, our clients, and our stakeholders, and over which we have control or influence.

CONTEXT

The ESG agenda has grown in prominence over recent years, including within the property sector of which we are proud to be part. It is self-evident that the resilience and long-term success of property assets and businesses are inextricably connected to their ability to keep pace with the demands, opportunities and pressures presented by our rapidly changing world; a world in which a number of critical environmental and societal limits are now being breached with far-reaching, systemic consequences.

Expectations of individual firms, both in the context of their corporate activities and the professional services they provide, have been rising rapidly as a result. Our clients rightly look to their advisors to assist them in achieving better environmental performance, delivering more positive outcomes for people and communities – all with greater transparency and accountability. At the same time, they expect their commercial requirements to be met.

Our people – our People Strategy 2025 sets out our commitment to being an open and inclusive organization. Everyone has a responsibility to champion equality and diversity within the business. They also have the right to work safely and flexibly in environments that enhance their wellbeing, and to enable them to make a positive mark in society, whilst at the same time delivering good results for our clients.

Our industry has a role to help deliver value and positive outcomes for the environment, society and the economy. For Carter Jonas, that means having a positive legacy in the communities in which we work, both directly through our corporate activities, and the influence we have when advising our clients and working with stakeholders.

PURPOSE & SCOPE

This ESG Policy sets out how we integrate environmental, social and governance considerations into the way we work across our business. It sets out the principles that guide us, our immediate and longer-term priorities and goals, and the commitments we have made in our pursuit of them.

It applies to all our operations and corporate activities, as well as to the professional services delivered by all our people, and consultants across our service lines.

In seeking to be a force for good, and positive change, we encourage our partners across our value chain, including our clients, service providers and suppliers to identify opportunities for us to work together in the pursuit of shared ESG goals. We invite them to let us know how they think we are doing, and to challenge us to do more.

OUR ESG GOALS & TARGETS

Carter Jonas' approach is focused on where we can make the most difference. We want to be known across the property industry for our purpose-led, sustainable and distinctive approach to business.

In part, this means building on the strides we have made in cultivating an inclusive and ambitious team culture by putting outstanding, outward-looking corporate citizenship and responsibility at the centre of how we think. It also means making sure our people can support our clients in shaping their property assets for everything that the future will demand of them.

In striving to make this happen, we have committed to achieve the following overarching strategic ESG goals:

- Deliver our People Strategy 2025 to be the best place to work within the industry, ensuring that we are a model of safe, healthy and inclusive working practices.
- Provide regular training to educate and motivate our people to adopt ways of working to improve sustainability within the workplace and provide best advice to our clients.
- Become a Climate Positive business by 2030, driving down energy consumption and reducing our net greenhouse gas emissions to below zero, ensuring that we are transparent about our progress every year.
- Measure and report annually on the Societal Value we deliver as a business, both directly through our corporate activities as well as through the advice and support we provide to our clients.
- Engage and collaborate openly with our peers and industry partners in seeking to disrupt the barriers to progress on key systemic challenges, with a particular focus on tackling health inequality, and social exclusion.
- Work with clients and aim to facilitate the development of an additional 5GW of renewable energy capacity from 2020 to 2025.
- We will measure the acreage of biodiversity offsetting land and natural capital that we have advised on and where possible will assist developers and landowners to facilitate offsetting arrangements.
- Ensure that our primary supply chain work with us to help achieve our objectives by engaging with them to deliver best practice, adhere to industry standards on Modern Slavery, GDPR and other relevant legislation.
- Create opportunities for Small and Medium Sized Enterprises to provide goods and services as part of our supply chain
- Work to reduce our Gender Pay Gap by 10% by 2025
- Aim to increase our BAME numbers from 5.5% to 10% by 2025

ESG PRINCIPLES

Carter Jonas' ESG approach is guided and underpinned by the following core principles:

ESG integration into client services

- We will engage with our clients and stakeholders to deliver a sustainable future
- Integrating material ESG considerations into our professional advice, especially those relating to climate change, environmental and social impact, health, wellbeing, diversity and inclusion, across all property types and lifecycle stages we advise on.
- Through research, trends analysis and strategic foresight, helping our clients to anticipate and respond to the evolving demands on property and place, so that their assets are resilient to social, economic and environmental change.

Partnering and business relationships

- Taking a principled and values-based stance to all stakeholder relationships, including by aligning our strategic partners of choice to those that share our aspirations and ethos on ESG.
- Improving the ESG requirements we place on our suppliers and service-providers and working with them constructively so they can respond accordingly.

Demonstrating leadership and accountability

- Exceed our statutory compliance obligations and assist our clients to do the same.
- Uphold the highest standards of internal governance, including by insisting on a culture of accountability and transparency through which we will be open with our people, clients and other stakeholders on progress towards our ESG Goals.
- Seeking independent verification of our environmental performance and social impact, including through recognised industry accreditations.
- Leveraging our knowledge and experience to provide thought-leadership on ESG to the wider industry and backing this up with practical solutions where we can.
- We are members of the UK Green Building Council (UKGBC). Through our membership we intend to gain an enhanced understanding of how we can work with the building industry to improve sustainability within Carter Jonas, and also assist our clients to meet their future objectives.

Using data and intelligence wisely

- Leveraging best-in-class technology and data management systems to optimise our use of space, the performance of our offices and the assets of our clients, particularly from resource efficiency, greenhouse gas emissions, health and wellness points of view.

ROLES & RESPONSIBILITIES

This ESG Policy is part of the firm's wider commitment to sustainability. The firm appoints a lead partner for sustainability. Being a sustainable business includes aspects of ESG and beyond.

Carter Jonas' Management Board, chaired by our Chief Executive, takes responsibility for establishing and developing our ESG policy and ensuring that our ESG goals are achieved. We have an established Sustainability Group which has representatives from all our Divisions and Business functions with responsibility to promote best practice against our ESG principles, and to report on progress against our ESG goals to our Management Board.

Chief Executive

Mark Granger. As with other key aspects of the firm's business, the overall responsibility for ESG rests with our Chief Executive.

Management Board

Responsibility for the approval of the ESG Policy Statement and the annual Sustainability Scorecard. Appointment of the Sustainability Lead Partner.

Sustainability Lead Partner

Lisa Simon. Responsibility for setting out the annual Sustainability objectives in an annual Sustainability Scorecard. Responsibility for measuring and reporting on the progress against the annual Sustainability Scorecard. Responsibility for organising and chairing regular firm-wide Sustainability Group meetings. Responsibility for reviewing and amending the ESG Policy when required and presenting to the Management Board for approval.

Sustainability Officer

Stuart Hopkinson. Supporting the Sustainability Lead Partner where required. Leading on key Sustainability projects and identification and measurement of metrics to prove our progress and report as part of our annual scorecard.

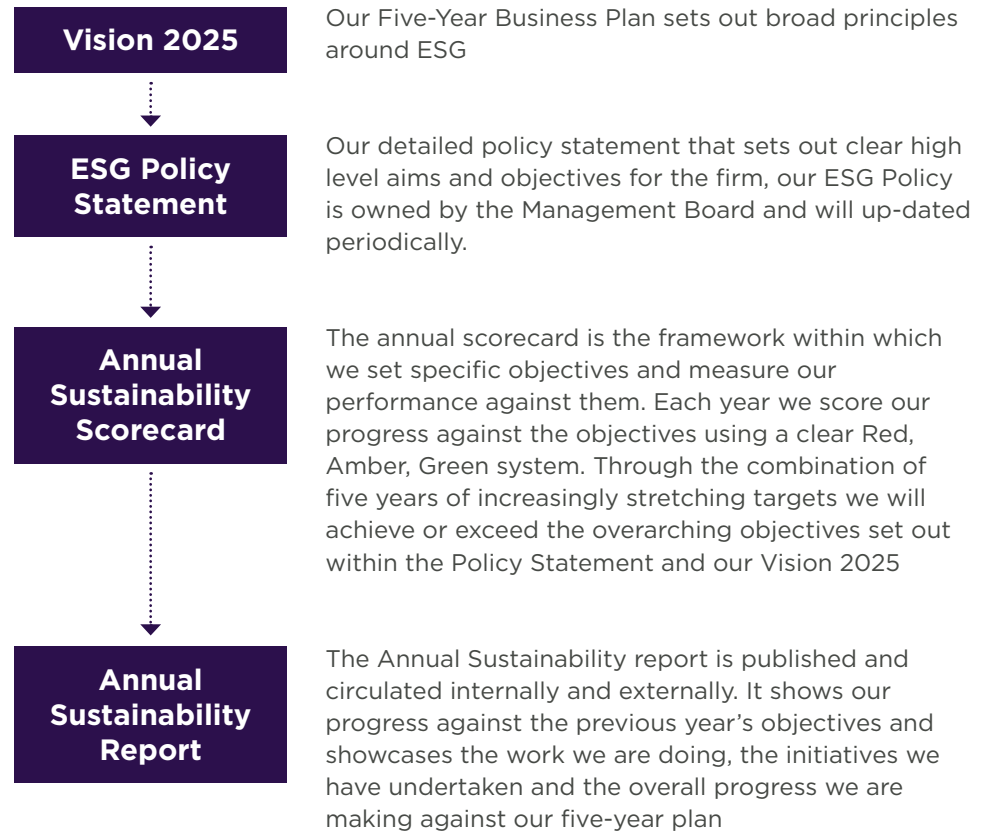
Sustainability Group

Promoting Sustainability within the Partnership and facilitating two-way communication of Sustainability issues within the divisions and teams. Members of the group may be asked to lead on key projects that will facilitate the achievement of our Sustainability goals and/or our progress against them.

OUR ESG MANAGEMENT FRAMEWORK

To reflect the importance of ESG within Carter Jonas a formal structure has been adopted both for the formulation and adoption of the ESG policy and the administration and management of our annual objectives in support of the policy.

By adopting this approach will ensure that we will be achieve and hope to exceed the objectives we have set ourselves.



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