



hibernia

**TRANSFORMING
DUBLIN
RESPONSIBLY**

Our Sustainability Statement of
Intent for the period to 2030

INTRODUCTION

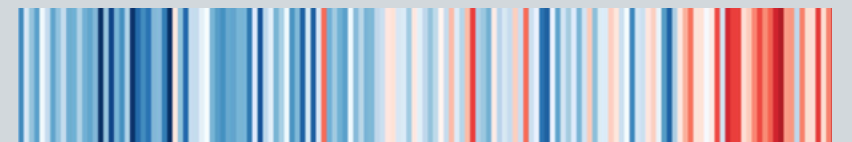
Our ambition is to be the most sustainable property company in Ireland and to become a net zero carbon business by 2030.

It is fundamental to the future value of our business and to lessen our impact on the environment and society that we act now. We have an opportunity and a duty to make a difference and we look forward to working with our customers, suppliers, communities and sector peers to achieve common goals and provide buildings that are adaptable and resilient to climate change and that promote the health and wellbeing of their occupants and the surrounding areas.

We have set challenging targets which will be independently assured, and we will draw on innovation and partnership to bring about effective change.



Thomas Edward-Moss / Chief Executive



This image shows the average annual temperature in Ireland since 1750

Graphics and lead scientist:
Ed Hawkins,
National Centre for Atmospheric Science,
University of Reading.

Key Targets



KEY TARGETS

KEY TARGET

BECOME A NET ZERO CARBON AND CLIMATE RESILIENT BUSINESS BY 2030

HOW

- By 2030 **reduce our overall carbon emissions by 30% and operational carbon emissions by 40%** against a 2019 baseline
- Set an internal carbon pricing mechanism to drive behavioural change and fund the improvements to **transition existing assets towards net zero carbon**
- **Offset residual carbon from 2030** onwards once we have implemented all other feasible measures
- Put **climate change resilience at the centre of our business strategy**, aligning with the recommendations of the TCFD, and incorporate ESG targets into our remuneration

SUSTAINABLE DEVELOPMENT GOAL ALIGNMENT



PROVIDE SPACES THAT PRIORITISE THE ENVIRONMENT, HEALTH AND WELLBEING

- Prioritise **health and wellbeing** considerations in all of our spaces
- Promote **initiatives that maintain an exceptional standard of health and safety** with our employees, occupiers and supply chain partners
- Send **zero waste to landfill and achieve 70% recycling** across all of our managed assets by 2030
- Ensure **biodiversity net gain** for all major developments and refurbishments by 2030



CREATE LONG-TERM POSITIVE SOCIAL IMPACT THROUGH OUR OPERATIONS

- Better **understand the social value** that our business brings to our local communities by 2025 and then set long-term targets to 2030
- Partner with and **support charity organisations and groups** dedicated to resolving issues that directly impact our local communities
- Manage our employees in an **inclusive and fair manner** that promotes development, collaboration, creativity and diversity



Become a Net Zero Carbon and Climate Resilient Business by 2030



BECOME A NET ZERO CARBON AND CLIMATE RESILIENT BUSINESS BY 2030

WHAT

BY 2030 REDUCE OUR OVERALL CARBON EMISSIONS BY 30% AND OPERATIONAL CARBON EMISSIONS BY 40% AGAINST A 2019 BASELINE

SET AN INTERNAL CARBON PRICING MECHANISM TO DRIVE BEHAVIOURAL CHANGE AND FUND THE ENERGY EFFICIENCY AND ON-SITE RENEWABLE IMPROVEMENTS TO TRANSITION EXISTING ASSETS TOWARDS NET ZERO CARBON

OFFSET RESIDUAL CARBON EMISSIONS FROM 2030 ONWARDS ONCE WE HAVE IMPLEMENTED ALL OTHER FEASIBLE MEASURES

PUT CLIMATE CHANGE RESILIENCE AT THE CENTRE OF OUR BUSINESS STRATEGY, ALIGNING WITH THE RECOMMENDATIONS OF THE TCFD, AND INCORPORATE ESG TARGETS INTO OUR REMUNERATION

HOW

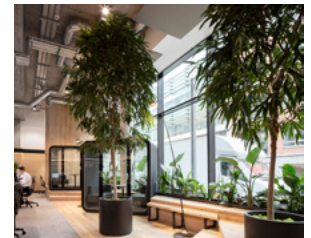
- **Reduce operational carbon and energy use** for all standing assets in line with the targets and actions set out in our Net Zero Carbon Pathway
- Better understand and **reduce the embodied carbon** of our new developments and major refurbishments in line with our Net Zero Carbon Pathway
- Prioritise **on-site renewable energy generation** where possible, to **help offset our carbon emissions** from grid energy consumption
- Procure landlord **electricity from the grid on zero carbon tariffs** and encourage customers to do likewise



- Set an **internal price per tonne of carbon** from the embodied carbon emissions from new developments and refurbishments as well as our Scope 1 and 2 emissions to seed our Carbon Reduction Fund
- Utilise the **Carbon Reduction Fund** to invest in capex projects aimed at improving the energy efficiency of existing assets and install more on-site renewable generation



- Once all other measures to reduce carbon intensity, energy intensity and embodied carbon have been implemented and progress against the targets has been disclosed in line with our Net Zero Carbon roadmap, **offset any residual carbon in a transparent and responsible manner**



- Adopt the recommendations of the **Taskforce for Climate-related Financial Disclosures** ("TCFD") and fully align our disclosures with these by 2022
- Publish our CDP climate change questionnaire response annually
- Incorporate ESG targets into our remuneration schemes

**Provide Spaces
that Prioritise the
Environment, Health
and Wellbeing**



PROVIDE SPACES THAT PRIORITISE THE ENVIRONMENT, HEALTH AND WELLBEING

WHAT

PRIORITISE HEALTH AND WELLBEING CONSIDERATIONS IN ALL OF OUR SPACES

PROMOTE INITIATIVES THAT MAINTAIN AN EXCEPTIONAL STANDARD OF HEALTH AND SAFETY WITH OUR EMPLOYEES, OCCUPIERS AND SUPPLY CHAIN PARTNERS

SEND ZERO WASTE TO LANDFILL AND ACHIEVE 70% RECYCLING ACROSS ALL OF OUR MANAGED ASSETS BY 2030

ENSURE BIODIVERSITY NET GAIN FOR ALL MAJOR DEVELOPMENTS AND REFURBISHMENTS BY 2030

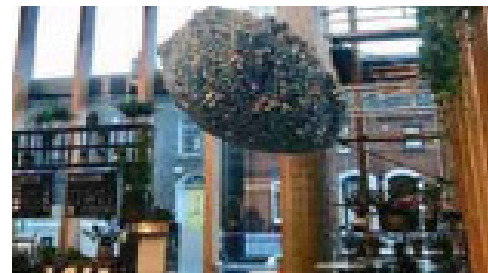
HOW

- Ensure that when designing new developments and refurbishing existing buildings we create **flexible, inclusive and accessible spaces** that benefit the wellbeing of our customers and the community, clustering services within developments where possible
- Our building management team will continue to enhance customer health and wellbeing through our **Step-Up programmes and other organised health and wellbeing initiatives**
- Obtain **LEED and/or the WELL certification** at the design and construction stage and the in-use stage for all managed spaces

- Certify our building operations to the **ISO 45001 Occupational Health and Safety Management System** standard to ensure that we provide a safe environment at all times for our occupants, our employees and our suppliers
- Work with our suppliers to **raise awareness and ensure their understanding of our health and safety requirements**
- Ensure that everyone working on our behalf, in an environment we control, is aware of our **safety culture** and their activities managed in accordance with the relevant health and safety legislation
- Obtain the **WELL Health Safety Rating** for all managed spaces

- Explore innovative ways to encourage our customers to minimise waste generation, helping to **reduce our consumption of resources** whilst reducing operational costs
- Work with our waste management suppliers to provide awareness initiatives with our customers and share best practice
- Our **Think Greener campaigns** will continue to be rolled out by our building management teams

- Prioritise **green spaces both internally and externally** across all major developments and refurbishments, including green walls, living roofs that prioritise native wildflower planting, planting on terraces and courtyards, garden areas and sustainable urban farms
- Carry out baseline **biodiversity surveys** where possible to measure the impact of the improvement measures that we undertake
- Maintain all existing beehives on building roof spaces and manage bees appropriately



Create Long Term Positive Social Impact through our Operations



CREATE LONG-TERM POSITIVE SOCIAL IMPACT THROUGH OUR OPERATIONS

WHAT

BETTER UNDERSTAND THE SOCIAL VALUE THAT OUR BUSINESS BRINGS TO OUR LOCAL COMMUNITIES BY 2025 AND THEN SET LONG-TERM TARGETS TO 2030

PARTNER WITH AND SUPPORT CHARITY ORGANISATIONS AND GROUPS DEDICATED TO RESOLVING ISSUES THAT DIRECTLY IMPACT OUR LOCAL COMMUNITIES

MANAGE OUR EMPLOYEES IN AN INCLUSIVE AND FAIR MANNER THAT PROMOTES DEVELOPMENT, COLLABORATION, CREATIVITY AND DIVERSITY

HOW

- By 2025 be in a position to set long-term targets in relation to the overall **social value that our business creates**, from the community programmes that we are involved in through to the construction and operations of our buildings
- Carry out a **social value assessment** on all major developments and refurbishments

- Develop a **Community Engagement Charter** that will detail our commitment to contributing to our local communities and the mechanisms through which we will achieve this
- Ensure that we support local issues and the **most vulnerable in society** such as those who are affected by homelessness, those tackling youth mental health issues and the elderly
- Identify relevant stakeholders throughout the **entire lifecycle of a property**, from planning and development to maintenance and renovations

- Provide a **positive working culture** and develop our staff
- Ensure our team are **appropriately diverse**
- Measure **employee satisfaction** annually through performance reviews and regular surveys



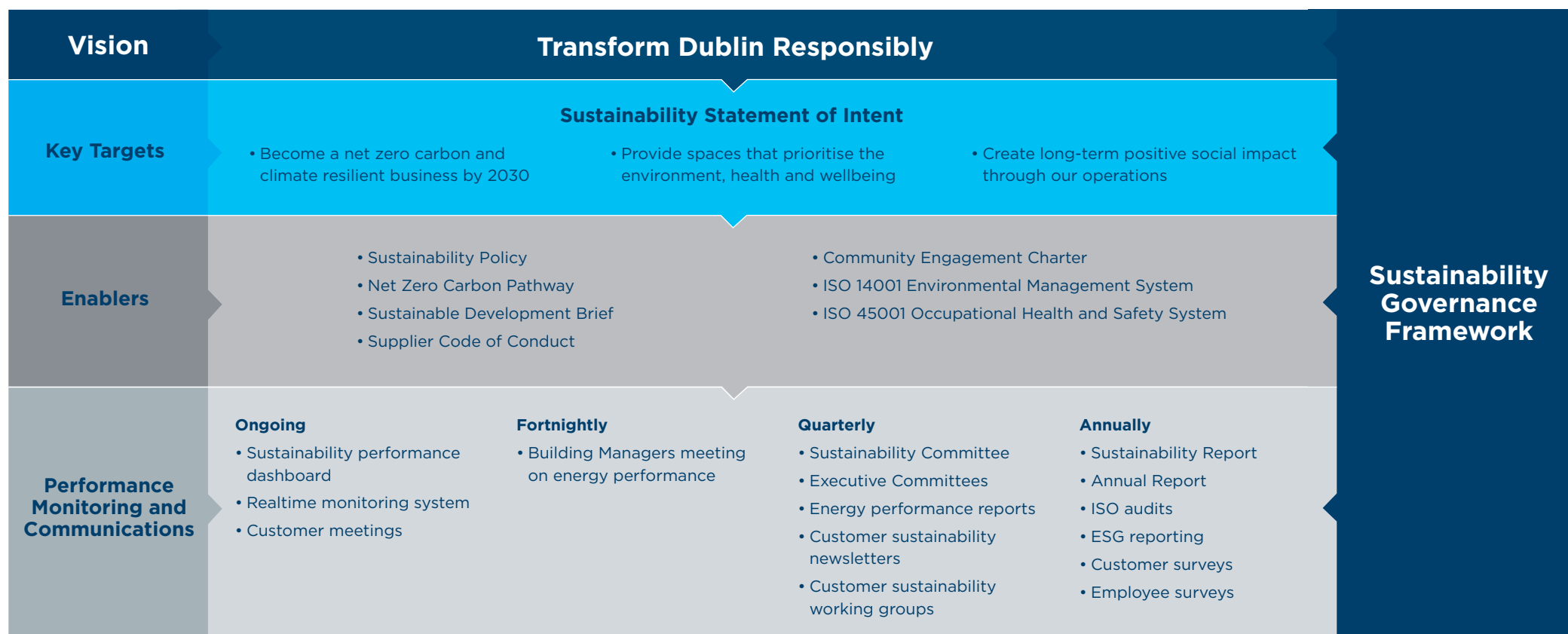
Delivery Framework



DELIVERY FRAMEWORK

To implement our Sustainability Statement of Intent, we use our Delivery Framework which sets out the structure by which we aim to deliver on our vision and long-term priorities.

The framework also ensures that we have the correct processes in place across our business operations in order to meet the requirements of this strategy and our policies.



Sustainability Governance Framework



SUSTAINABILITY GOVERNANCE FRAMEWORK

To ensure the effective implementation of our Sustainability Statement of Intent there is a clear management hierarchy and accountability pathway within our business.

This starts with the main Board filtering down to the Sustainability Committee and each business function Head, who in turn is required to ensure that our sustainability agenda is integrated into their area of work. To oversee effective day-to-day management, the Sustainability Manager is responsible for overseeing delivery across the business.

Board	
Overall responsibility and oversight of sustainability matters	
Executive Committees	
Responsible for overseeing the Group's sustainability initiatives	
Sustainability Committee	Health and Safety Committee
<ul style="list-style-type: none"> • Implementation of the sustainability programme • Monitoring progress in achieving our sustainability targets 	<ul style="list-style-type: none"> • Responsible for monitoring health and safety management and performance
Risk and Compliance Committee	Sports and Social Committee
<ul style="list-style-type: none"> • Implements the risk management measures on a daily basis 	<ul style="list-style-type: none"> • Responsible for encouraging employee wellness and collaboration • Organise social activities • Responsible for charity fundraising activities and donations



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