

C&W UK Sustainability Strategy

“Leading property to a sustainable and profitable future”

Vision

Our vision is based on a fundamental belief that by embracing the sustainability agenda and by helping clients implement sustainability strategies that reduce cost and generate value, our own business will become more sustainable, grow stronger and thrive.

Property is our business and our expertise. It is also the single largest contributor to carbon emissions. Sustainability and climate change has to be central to how we think about property and how we frame the advice we give to clients.

We recognize our responsibility to our clients and the communities within which we operate, both present and future. We are committed to help secure a better, more sustainable future for all through the advice that we provide and the example that we set.

Objectives

To achieve this the firm will:

- work with our clients to pursue, promote and develop sustainable business outcomes;
- set a strategy and reporting procedures that will ensure continual improvement of our sustainability performance;
- ensure that all our staff are involved in the implementation of this policy; and
- be an advocate for sustainability in our wider business community.

Actions

To deliver this the firm will:

Our business

- provide sound, timely commercial advice to our clients about the current and potential future sustainability issues that might affect their property decisions;
- identify opportunities to add value and minimize risk for clients through sustainability; and
- make a positive contribution to the advancement of the sustainability agenda through thought leadership and active industry debate.

Our people

- ensure that our staff have a comprehensive understanding of sustainability and climate change and how this affects property; and
- seek to retain and recruit staff with a high level of understanding and expertise in sustainability across all of our business lines.

Our operations

- implement management approaches and practices that will ensure continual improvement of the sustainability performance of our operations;
- aim to use resources efficiently and to minimise waste, usage of water, energy and other consumables in our offices; and
- implement a strategy to minimise carbon emissions across our operations.

Agreed by the UK Management Group.

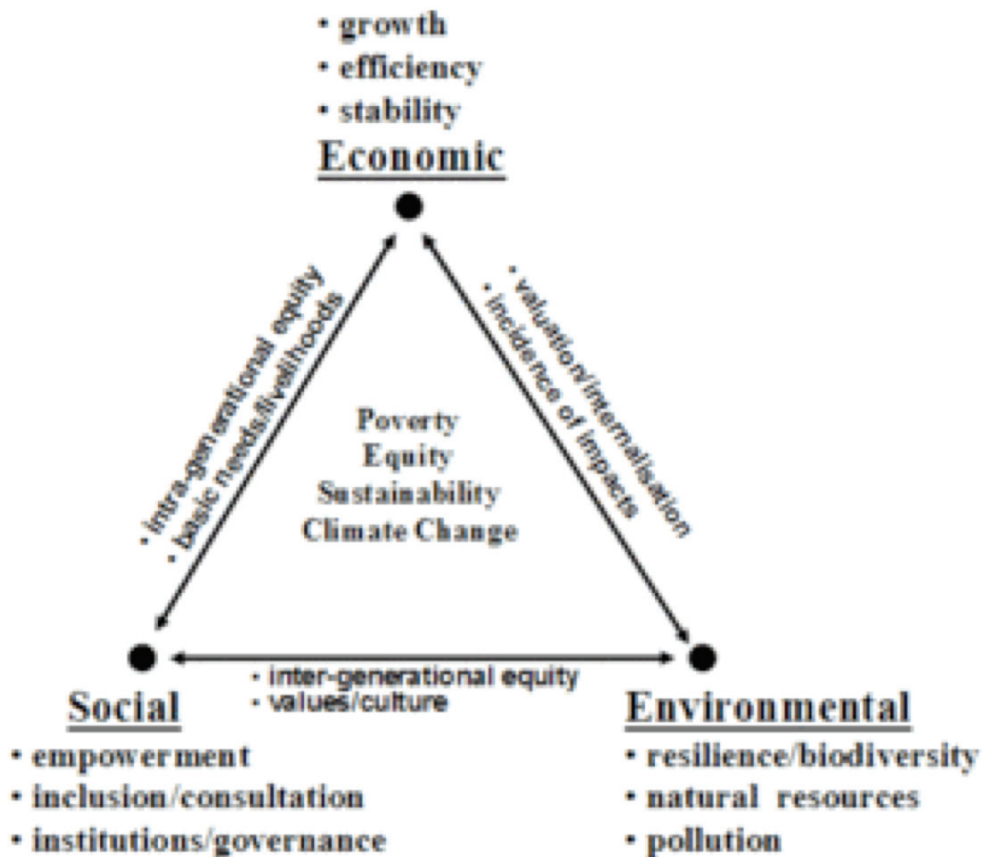
Last updated: February 2011

Policy Owner: Andries van der Walt

Our relationships

- actively engage with our suppliers and business partners to develop the values and approaches that will help to deliver a more sustainable society.

SUSTAINABILITY PYRAMID



INSPIRATION /CLAIMS

“FORWARD MANAGING”

“MANAGING FORWARD”

Agreed by the UK Management Group.

Last updated: February 2011

Policy Owner: Andries van der Walt

“MANAGING CONSCIOUSLY”

“WORKING ON A BETTER PLACE FOR YOUR WORK”

“INSPIRED MANAGEMENT”

“MANAGING INSPIRED”

“WORKING ON A SUSTAINABLE FUTURE”

“LEADING PROPERTY TO A SUSTAINABLE FUTURE”

“CREATING THE BEST ENVIROMENT TO YOUR SUCCESS”

“CREATING GREAT PLACES TO WORK”

Setences to use in events:

“WORK INSPIRED

WORK HAPPY

WORK HEALTHIER

WORK IN FAMILY

“WORK SMARTER”

“ACT CONSCIOUSLY”

“THINK GREEN”

“LOOK AROUND”

“SMILE DAY”

OPERATIONAL STRATEGIES

- Conserve energy (most companies abolished the use of ties and formal suite so the HVAC temperature can be higher leading to lower energy costs, systems functioning in smaller periods of time, changing lamps, etc)
- Conserve water (change taps and valves to more efficient solutions)
- Reduce wastewater issues
- Reduce, reuse and recycle waste (by monitoring and listing all materials applied in the building (including light consumables, HVAC filters, clean products, toilet consumables) and choosing the greenest options).
- Keep the property managed clean, healthy and tidy (cleaning, control air quality,
- Keep the property dynamic and nice to live in (active, functional, modern and good looking): exterior events, reading areas, music in the halls, kindergarden near by (discount in facilities near by)
- Promote services that feet family needs (expel, fruit and bread delivery after hours)

Agreed by the UK Management Group.

Last updated: February 2011

Policy Owner: Andries van der Walt

- Improve employee and suppliers productivity and satisfaction
- Promote Personal development (example: installing computers in the reception and giving smart phones with email to security guards have improved a lot their feedback and communication with managers/tenants and increase operational performance)
- Professional development
- Social benefits (exple by changing the working hours of the cleaning ladies for day instead of night or early morning they are now allowed to take their kids home, working happier)
- Employer benefits
- Benefits to society
- Reduce noise pollution
- Reduce air pollution
- Preserve and protect the environment: by promoting use of bicycles, live near the work place, create special parking places with free electricity for electric car users, promote car pooling and car sharing, etc.

This will lead to our main goal which is our client's goal as well → higher rents, tenant retention
→ **Enhance asset value and profits**