



## Sustainability Policy

McKay Securities PLC is focused on delivering quality buildings within the established South East England and central London markets. Sustainability is a core element of our strategy to provide buildings that meet the occupational needs of modern business and add long term value to our business, ensuring that we stay ahead of legislation and meet best practice asset management and development standards.

This sustainability policy is structured around three focus areas, firmly aligned and integrated with our core business activities.

### ***Managing sustainable buildings***

*Objective: To add value to the Group's portfolio by improving the efficiency of buildings and reducing their environmental impact*

We are committed to continually improving the environmental performance of our portfolio in the strong belief that this will contribute to its long term value, underpinning the delivery of efficient, top quality buildings that meet the occupational needs of occupiers in our core markets.

### ***Creating sustainable buildings***

*Objective: To achieve best practice green building standards which deliver quality buildings*

Refurbishment and development provide important opportunities for incorporating sustainability requirements and standards. We believe there are four priority issues that we should be focusing on:

- Minimum green building standards of BREEAM Excellent and an EPC rating of B will be set for all developments and major refurbishments in line with best practice;
- Upgrading building EPC ratings during refurbishment to improve attractiveness to occupiers and minimise risks over time;
- Acquisition assessments with an emphasis on regeneration and brownfield sites;
- Trialling post-occupancy assessments to understand the impact of our buildings on occupier health and well-being.

### ***Engaging stakeholders***

*Objective: To maintain an active dialogue with key stakeholders about sustainability performance*

The success of this sustainability policy is dependent on our ability to communicate with, support and gather feedback from key stakeholders. Having undertaken a materiality review, we have identified our key stakeholders as employees, occupiers, shareholders, financial providers, suppliers and communities and put a plan in place to engage with them accordingly.

A key part of our community engagement is charitable giving. Our Charity Committee oversees our charitable donations, prioritising local, children's charities through a process of staff nomination. Whilst the amount given is not fixed, this will normally represent around 0.5% of adjusted profit before tax.

The implementation of this sustainability policy is overseen by our Board of Directors. This policy is to be reviewed annually by our Board to ensure that we continue to perform in line with industry best practice. There will be regular updates to our Board on sustainability progress and performance.

Across our three focus areas key performance indicators will be established and annual targets set against which to report on progress. Updates on progress will be communicated internally and externally through our Annual Report and Accounts and corporate website.

Our Board are committed to delivering on this policy.

A handwritten signature in black ink, appearing to read 'Tom Elliott'.

**Tom Elliott**  
Property Director

**June 2018**