



Stakeholder Engagement Policy

McKay Securities Plc has many stakeholders, representing a wide variety of groups. We seek to ensure that the views of all our stakeholders are acknowledged, to understand their opinions and respond to their requirements. This feedback is utilised to inform future policies, procedures and priorities across the business. We have highlighted our key stakeholders below and briefly explained how we engage with them across the broad spectrum of sustainability issues.

Key Stakeholder	Approach
Employees	We conduct employee satisfaction surveys and develop action plans based on the findings. We welcome comments from employees and regularly invite feedback during meetings and training sessions. We provide regular communications to our employees through emails, briefings and sustainability training.
Investors	We engage with our investors to demonstrate that our approach to sustainability adds value to our business. In addition to presenting to our investors on sustainability at our AGM, McKay Securities reports to the Global Real Estate Sustainability Benchmark (GRESB) and has been awarded a three-star GRESB rating, signifying a strong performance in sustainability management, policy, implementation and measurement.
Occupiers	Every three years, we conduct portfolio-wide survey, canvassing the views of our occupiers on our role as a landlord, and on their priorities and preferences, developing an action plan based on the findings. Our most recent occupier survey in January 2019 also included questions on sustainability aspects. We include a green lease clause within all our standard contracts, which ensures that we engage with occupiers on the environmental performance of our assets from the outset. We engage with all occupiers who possess a green lease clause, to review effectiveness and find opportunities for improvement.
Agents & Consultants	We maintain regular engagement with all key agents such as lawyers, valuation surveyors, and design teams through regular meetings and communication.
Suppliers	All new contractors that work with us are made aware of our sustainability policies and requirements at the beginning of the tendering process. Furthermore, we monitor contractors' compliance with our sustainability requirements for all major developments and refurbishments, and collect and monitor construction carbon, water, and waste data. We updated our Responsible Procurement Policy and pre-qualification questionnaires with more ambitious social and environmental requirements in 2017/18, and in 2018/19 we created and issued a questionnaire to assess sustainability performance among a sample of our suppliers.
Government / Local Authorities	We aim to work with all levels of Government, responding to Government consultations, and liaising with Councillors on planning matters.

Communities	McKay Securities PLC believes in enhancing the communities where employees live and work. The Group actively supports a variety of charitable organisations and events and encourages employees to get involved in philanthropic activities such as fundraising and volunteering. We recognise that constructing and refurbishing buildings can have negative impacts for surrounding communities if not managed properly. We aim to provide social and economic benefits to local communities while mitigating impacts related to construction such as traffic, noise, dust, waste and pollution through our contractors' involvement in the Considerate Constructors Scheme.
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This policy will be reviewed and updated as necessary.



Tom Elliott, Property Director

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