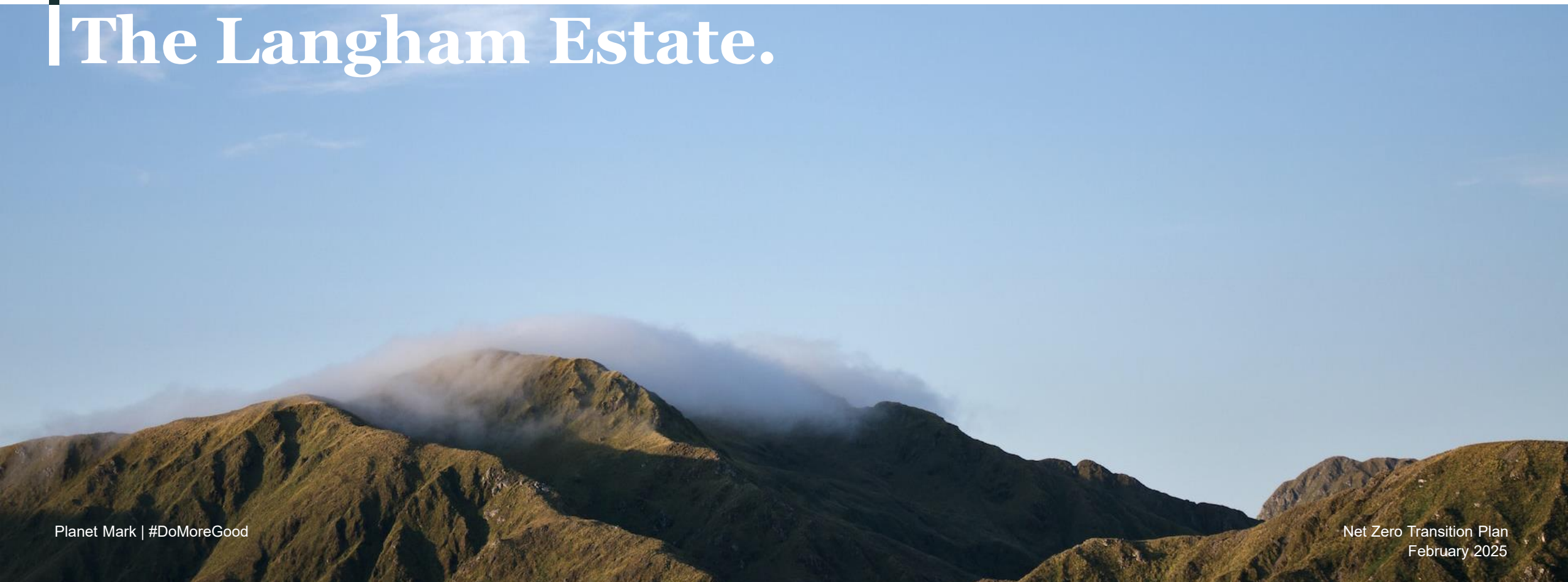
Net Zero Transition Plan

The Langham Estate.



Executive summary

Purpose

This Net Zero Transition Plan forms a core feature of The Langham Estate's net zero journey, establishing the structure which will guide our approach to net zero, helping us to reduce our emissions and achieve our 2041 net zero target date.

We are committed to ensuring the long-term viability of our estate. To achieve this, we prioritise sustainability and our journey towards net zero, striving to make our buildings as sustainable as possible. From a business standpoint, possessing credible sustainability credentials is increasingly recognised as a hallmark of a successful organisation

Understanding the baseline and setting net zero targets

The Langham Estate has for the first time measured its full carbon footprint encompassing all three of scopes of emissions. Scope 1 and 2 refer to The Langham Estate's direct emissions (energy procurement, fleet). Scope 3 refers to all emissions linked with its wider value chain activity (tenanted properties, procurement, travel, commuting, etc.). Measurement of all three scopes is no longer best practice but a standard, as defined by Greenhouse Gas (GHG) Protocol; it is a necessity for an organisation to fully measure its emissions.

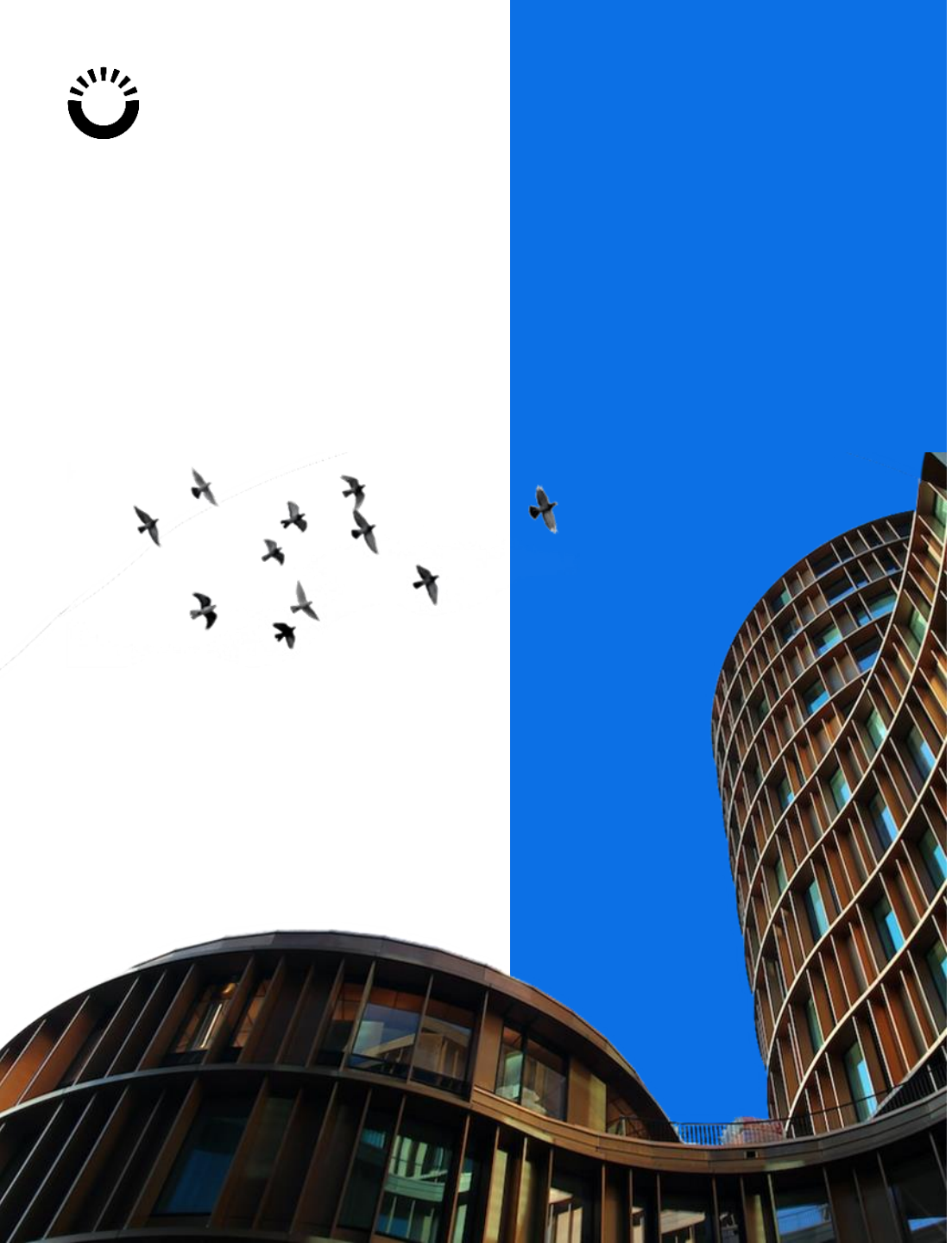
The Langham Estate has set an ambitious target to reach net zero by 2041, ahead of the UK's 2050 net zero target but in line with the Westminster City Council pledge. From a 2024 baseline, The Langham Estate will be working to reduce its emissions by at least 90% across all three scopes by 2041. To achieve net zero, only the remaining 10% of residual emissions can be balanced using carbon removal offsets.

Solutions for Decarbonisation

This Net Zero Transition Plan sets out the key initiatives The Langham Estate will undertake to help deliver its net zero goals. Solutions for all three scopes can be found on in the additional Action and Progress Tracker document. These solutions are based on the outcomes of carbon footprint data analysis and stakeholder interviews carried out by Planet Mark with relevant The Langham Estate team members. Some solutions deliver direct carbon reductions, while others offer the foundations for future savings which are equally important to implement.

Governance

Delivery of this Net Zero Transition Plan depends on effective and transparent governance. Sustainability needs to be embedded across the business and must become the lens for decision-making to ensure we can move forwards as a sustainable business.



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A message from Malcom Pugh, Chief Executive Officer

At The Langham Estate, we have always been driven by the ideal of longevity and ensuring that the Estate will be fit for purpose for future generations. The climate emergency is one of the key challenges that we are currently facing as a business and as a society. We want to ensure that all decisions we make will protect our Estate and the planet.

With support from sustainability experts Planet Mark, we have set a 2041 net zero target aligned with the ambition to limit global warming to 1.5°C. Our long term targets will be supported by near term targets of reducing our Scope 1 and 2 emissions by 50% and Scope 3 emissions by 42% by 2031 to ensure we stay on track. Pursuing a target 9 years ahead of the UK's national target is ambitious and challenging, but we feel with the right skills and mindset we will get there.

Our aim is to deliver a sustainable estate in balance with people, finance and the environment.

We believe that setting ourselves on the net zero journey will help ensure that we continue being a leading property estate providing sustainable, fit for purpose, dynamic spaces for businesses, organisations and the community. We hope to achieve this by forging strong relationships with tenants and local communities through transparent leadership.

Some of our buildings are over 100 years old posing a key challenge to our decarbonisation efforts. These historic buildings are not energy efficient, and navigating the necessary regulations and considerations is essential to making them more sustainable and supporting our emission reduction efforts It is important to ensure that existing buildings are retrofitted to the necessary standard wherever possible.

We have noticed an increased interest in sustainability credentials from a range of our tenants. At present, we have a mix of tenants with a varied level of capacity to invest in sustainable and energy efficient solutions. While some of the larger clients are often happy to share the costs of the upgrades, the majority of our tenant pool are SMEs who may not be able to make an investment. We hope that through collaboration and engagement we can deliver significant upgrades without too much disturbance to businesses' daily operations.

To date, we have implemented a number of effective carbon reduction measures across the organisation from upgrading to LED lighting and removing natural gas boilers where possible. This Net Zero Transition Plan provides the structure and guidance we need to move into the next chapter of our sustainability journey. Getting to net zero will not be a linear process, but we are motivated to work as a team with our suppliers and tenants to achieve net zero together.

Malcolm Pugh
Chief Executive Officer,
The Langham Estate

What is net zero?

What is net zero?

Net zero means cutting greenhouse gas (GHG) emissions to as close to zero as possible, with any remaining emissions re-absorbed from the atmosphere (United Nations).

How do we achieve net zero?

In accordance with the Science Based Targets initiative (SBTi) Corporate Net Zero Standard, an organisation can be considered net zero once it has reduced emissions across all three scopes by at least 90% of the baseline.

The standard outlines that corporate targets should be in line with the ambition to limit global warming to 1.5°C, and that organisations should set near-term targets to deliver deep emissions cuts in the next 5-10 years. Only the unavoidable residual emissions (totaling no more than 10%), may be neutralised at the net zero target year using accredited carbon removal offsets.

Why is net zero so important?

The Paris Agreement, adopted by 196 Parties at COP 21, is a legally binding treaty on climate change, which aims to limit global temperature rise to no more than 1.5°C compared to pre-industrial levels.

The Intergovernmental Panel on Climate Change (IPCC) outlined in early 2022 that without deep and immediate reductions in GHG emissions across all sectors, limiting global warming to 1.5°C is unattainable. Staying on track will require global emissions to peak before 2025. It is time, therefore, to prioritise net zero within the wider business strategy, starting with a robust measurement of all GHG emissions, formulation of net zero targets, and an action plan for reducing emissions.

And what does it mean to The Langham Estate

Retrofitting our estate
We are proud to have all our buildings located within Fitzrovia Quarter in London which is known for its exceptional architecture. In the coming years, we will be working towards retrofitting our buildings to ensure they remain architecturally and operationally attractive to our tenants. A significant proportion of our buildings are over 100 years old, which adds to the charm of the area, but simultaneously poses a unique decarbonisation challenge. In the coming years, we will address our unique challenges through targeted sustainable investments to ensure our Estate is as sustainable and energy efficient as possible. To date, we have implemented LED lighting, begun removing natural gas boilers and replaced them with fully electric alternatives. We will be working towards implementing further energy efficiency measures to reduce our carbon footprint even further.

Sustainability culture
Achieving net zero will not be a one-person task. We will be equipping our team with the right skills, knowledge and tools to take our business in the right direction. We provided carbon literacy training to the whole team to establish foundational knowledge so that our colleagues are engaged in our sustainability journey. In the coming years, we will strategically roll out a comprehensive engagement and communications activities to ensure we harness motivated stakeholders to drive initiatives forward and keep everyone well informed.

Supply chain
The majority of our emissions are split across Cat. 2 Capital Goods and Cat. 13 Downstream Leased Assets. Their decarbonisation will depend on comprehensive engagement with both our suppliers and tenants. To reduce our Capital Goods emissions, we will be updating our approach to procurement by realigning our policies, processes and requirements. In addition, we will also deliver a supplier engagement program to ensure we support our suppliers to the best of our ability easing their decarbonization efforts. To reduce emissions from Downstream Leased Assets, we will be delivering infrastructure upgrades enabling tenants to consume less energy. Combing upgrades with a range of tenant engagement activities will encourage behavioral changes needed to reduce emissions.

Improving our data to have better visibility of emissions sources
We are proud to have completed our first full carbon footprint measurement, but we know there is more to do to access better quality data. We will be working internally to improve our data collection processes and working with our suppliers to help them access activity-based data as soon as it is feasible. We appreciate that when assessing activity-based data, our footprint might initially increase. However this is an essential step to take to ensure that we have transparent data which will enable us to make effective data-led decisions supporting our net zero goals.

Section 1

Reduction targets

The Langham Estate net zero targets

Steve Malkin, CEO and Founder at Planet Mark

"Planet Mark is incredibly proud to be working with The Langham Estate to guide them to their 2041 net zero target date. I applaud The Langham Estate's inspiring ambition to evolve such a historic estate portfolio and business into a market leading sustainable business. This Net Zero Transition Plan recognises that reaching net zero requires embedding carbon reduction initiatives into all areas of the business strategy and operations. Global warming is the greatest challenge of our time and The Langham Estate's sustainability commitments demonstrate that it is helping to tackle the climate crisis head on".

The Langham Estate is committed to achieving net zero Greenhouse Gas (GHG) emissions across the entire value chain by 2041 from a baseline year of 2024.

This commitment is further supported by near term targets:

- Reduce absolute Scope 1 and 2 emissions by 50% by financial year end 31 March 2031
- Reduce absolute Scope 1 and 2 emissions by 75% by financial year end 31 March 2036
- Reduce absolute Scope 3 emissions by 42% by financial year end 31 March 2031

Net zero will be achieved by reducing absolute Scope 1, 2 and 3 emissions by at least 90% by FY YE 2041.

To deliver against these net zero targets we will be working to ensure all available carbon reduction opportunities and initiatives are embedded into our business processes and operations.

We recognise that achieving net zero by 31 March 2041 is incredibly ambitious, but we are steadfast in our commitment to limit global warming to 1.5°C and recognise the level of investment, resource and process change that will be required as we work towards this target.

Once we have reduced our emissions as close to zero as possible, we will be investing in accredited carbon removal offsets to balance out any residual, unavoidable emissions.

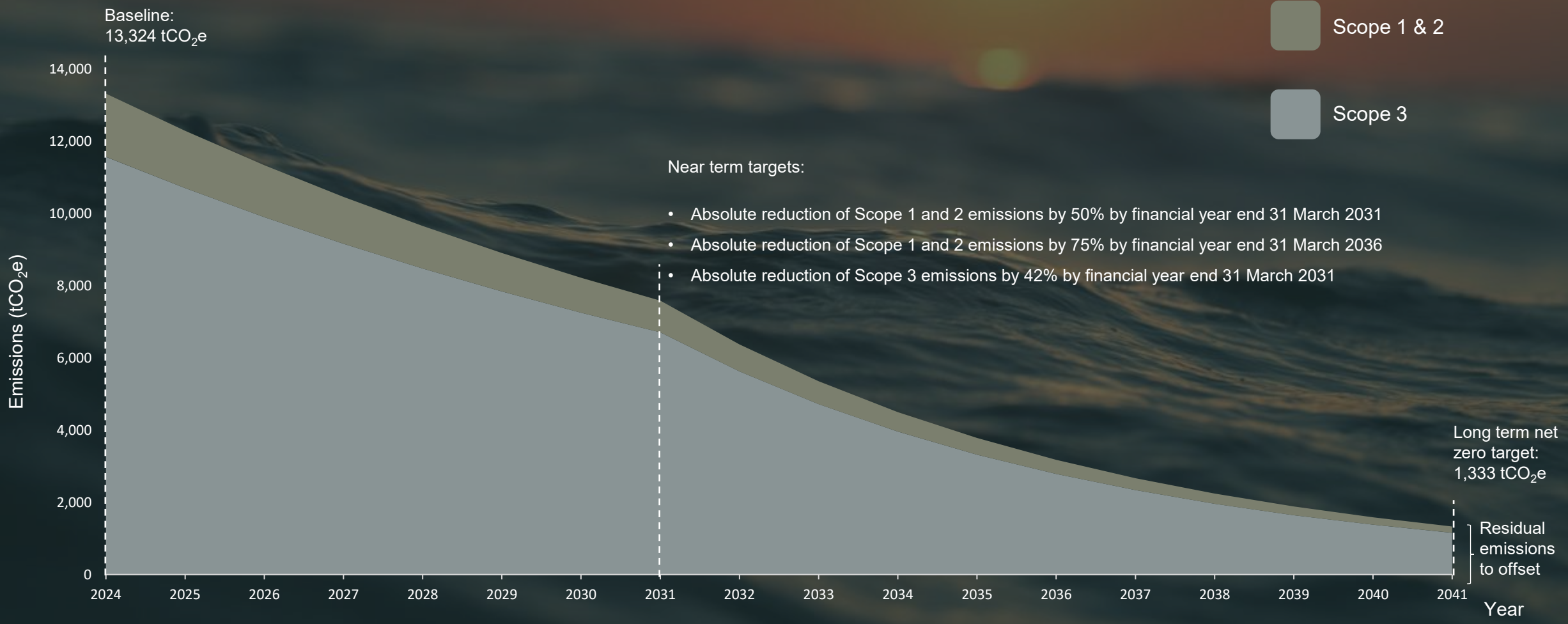
Our baseline and net zero targets will be reviewed for relevance on an annual basis as part of Net Zero Governance.*

**Note regarding updating targets:*

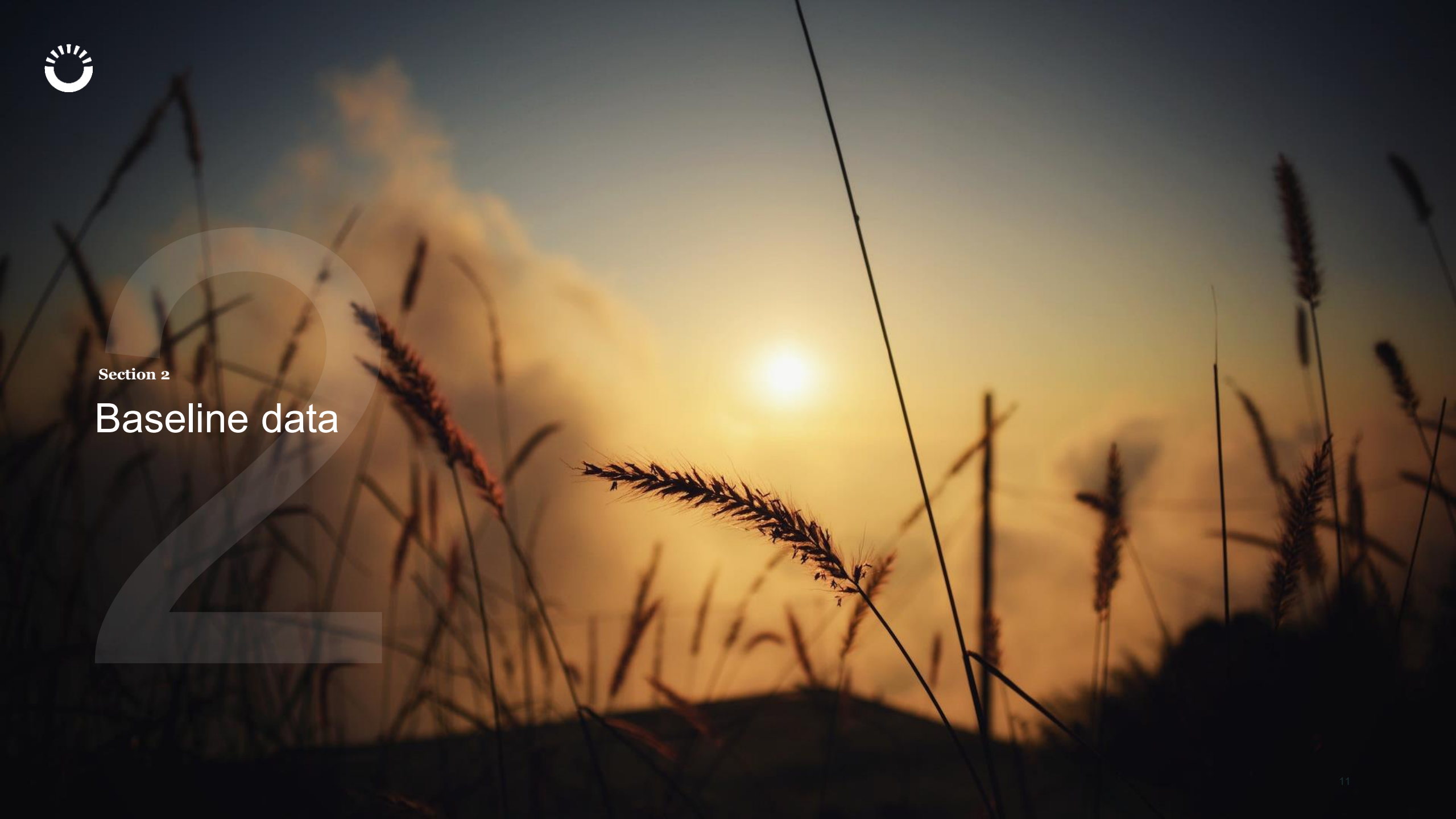
In line with the SBTi Corporate Net Zero Standard, companies are required to check targets annually and at minimum review them every five years. If necessary, companies must recalculate their target to reflect significant changes that might compromise the target.

Recalculation should not be triggered by organic growth but should be triggered by significant changes in company structure / operation (e.g., Mergers / Acquisitions), in methodology used for calculating the base year inventory (e.g., improved emissions factors, improved data quality), and in the occurrence of significant errors.

Theoretical path to Net Zero by 2041



Net Zero by 2041 – how are we going to get there?



Section 2

Baseline data

The Langham Estate baseline data

What are Scope 1, 2 and 3 emissions?

Scope 1 - the emissions from sources that a company creates directly (e.g., from burning fuel in gas boilers and in company owned vehicles).

Scope 2 - the emissions a company creates indirectly, associated with the energy it purchases (e.g., electricity).

Scope 3 - the emissions that are not produced by the company itself, but by those within the company's value chain (e.g., procurement of goods and services). Scope 3 is split into 15 categories.

Carbon Footprint

The Langham Estate has measured all material Scope 1, 2 and 3 emissions through Planet Mark's annual Business Certification and extended Scope 3 measurement. The Planet Mark measurement methodology is fully aligned to Greenhouse Gas (GHG) Protocol and all data is verified with evidence provided by The Langham Estate.

Scope 3 category 13 (downstream leased assets) account for the largest proportion of the baseline carbon footprint (52.68%), followed by category 2 (capital goods) (28.57%), and scope 1 (13%).

Overview

Reporting year:
01 April 2023 to 31 March 2024

Reporting Boundary:
Head Office and 70 Directly Managed Properties

Key figures:
Total Carbon footprint (tCO_2e): 13,324
Per employee (tCO_2e): 218.43
Data quality (Business Certification): 11 out of 16
Data quality (Extended Scope 3): 12 out of 16

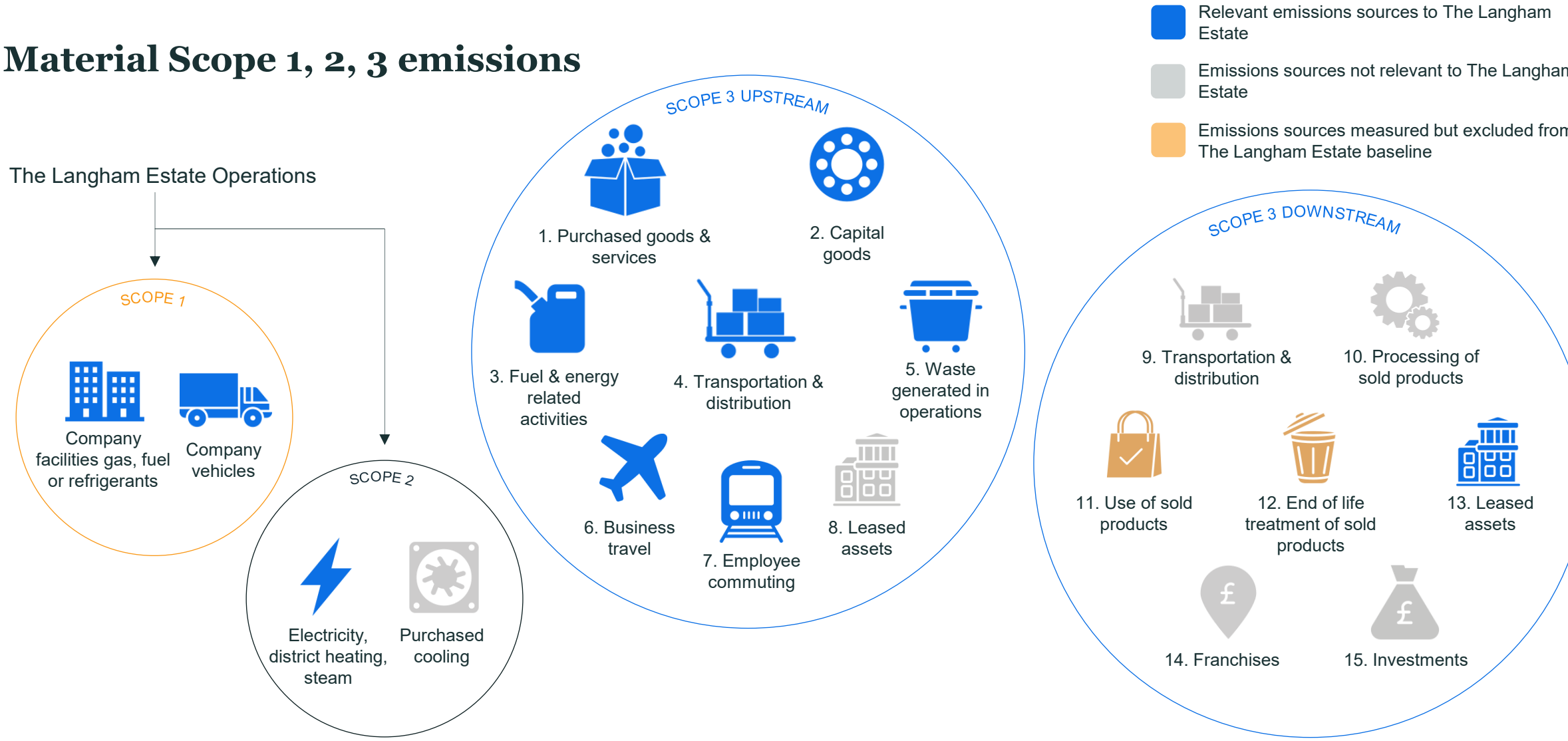
Measured emissions

Scope 1: Fleet, natural gas, refrigerants
Scope 2: Electricity
Scope 3
- Cat. 1. Purchased goods and services
- Cat. 2. Capital goods
- Cat. 3. Fuel and energy related activities
- Cat. 4. Upstream transportation and distribution
- Cat. 5. Waste
- Cat. 6. Business travel
- Cat. 7. Employee commuting
- Cat. 13. Downstream leased assets

Notes and exclusions

- 100% of spend-based data
- Scope 3 categories 11 (use of sold products) and 12 (end of life treatment of sold products) were measured, but excluded from the baseline due to being an anomaly to business as usual.
- All other categories were excluded due to either not being applicable to The Langham Estate or de minimis.

Material Scope 1, 2, 3 emissions

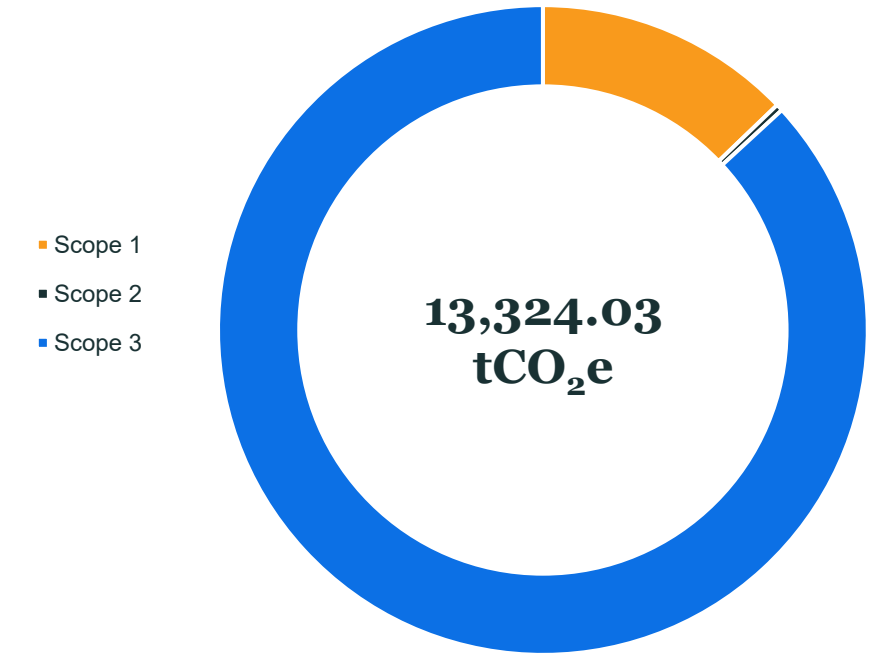


Baseline carbon footprint

Scope	Category	Emissions (tCO_2e)	Proportion of total footprint
Scope 1	Diesel Fuel	0.03	0.0002%
	Fleet Travel	0.3	0.002%
	Natural Gas	1,657.40	12.44%
	Refrigerants	50.5	0.38%
Scope 2	Location-based	273.6	-
	Market-based	45.1	0.34%
Scope 3	1. Purchased goods and services	315.4	2.37%
	2. Capital goods	3,806.60	28.57%
	3. Fuel and energy related activities	363.4	2.73%
	4. Upstream transportation and distribution	2.4	0.02%
	5. Waste	24.3	0.18%
	6. Business travel	6	0.05%
	7. Employee commuting	33	0.25%
	13. Downstream leased assets	7,019.60	52.68%
	Total scope 3	**11,570.70**	86.85%
Total scope 1,2,&3 (location-based)		**13,552.53**	
Total scope 1,2,&3 (market-based)		**13,324.03**	

Total scope 1, 2 and 3 carbon footprint for 2024, tCO_2e

Market Based



Baseline carbon footprint

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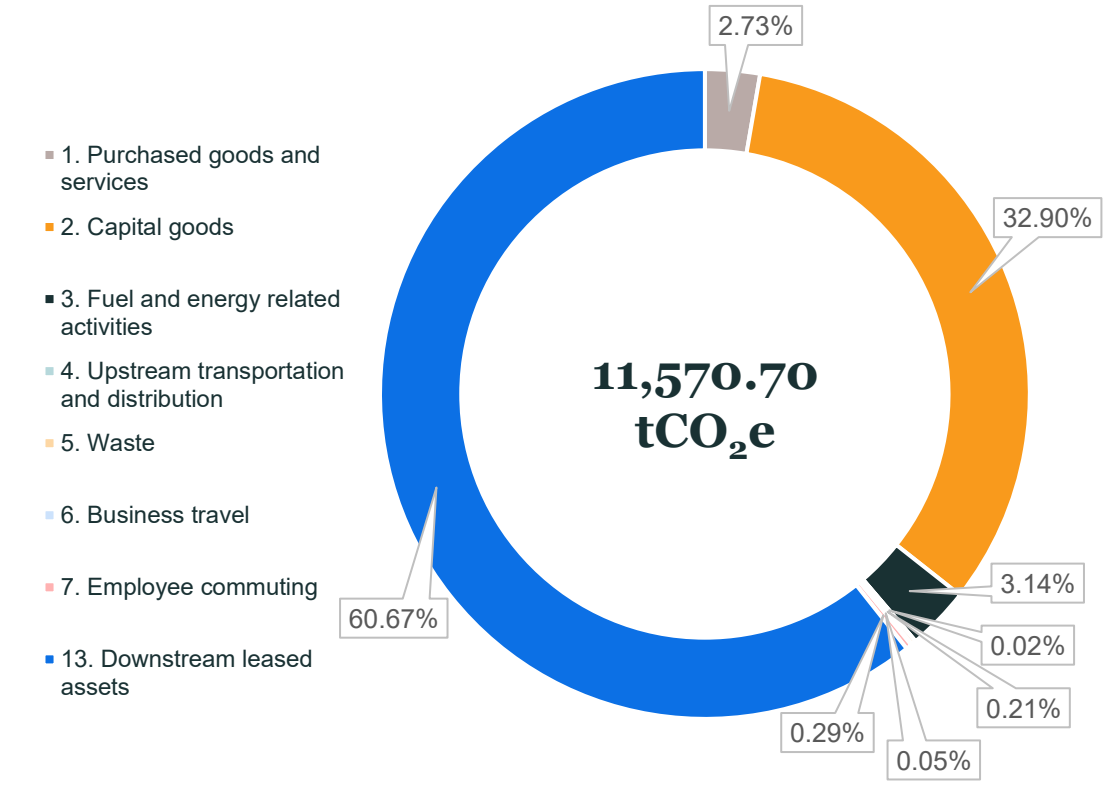
Total scope 1,2,&3 (location-based)		**13,552.53**	
Total scope 1,2,&3 (market-based)		**13,324.03**	

Carbon footprint by Scope 3 emission source for YE2024 tCO2e

Market Based



Estimated potential increase in net zero baseline

Baseline considerations

In accordance with the GHG protocol, Planet Mark uses three main methods to calculate the emissions associated with purchased goods and services, listed below in order:

1. **Supplier specific:** Product-level cradle-to-gate GHG data from suppliers, typically as an LCA.
2. **Activity-based:** Emissions estimated for goods and services by collecting data on the mass, or other relevant units, and multiplying by relevant emission factor.
3. **Spend-based:** Emissions estimated using BEIS spend-based emissions factors for goods and services. Calculated by multiplying the economic value of goods and services purchased by the emission factors.

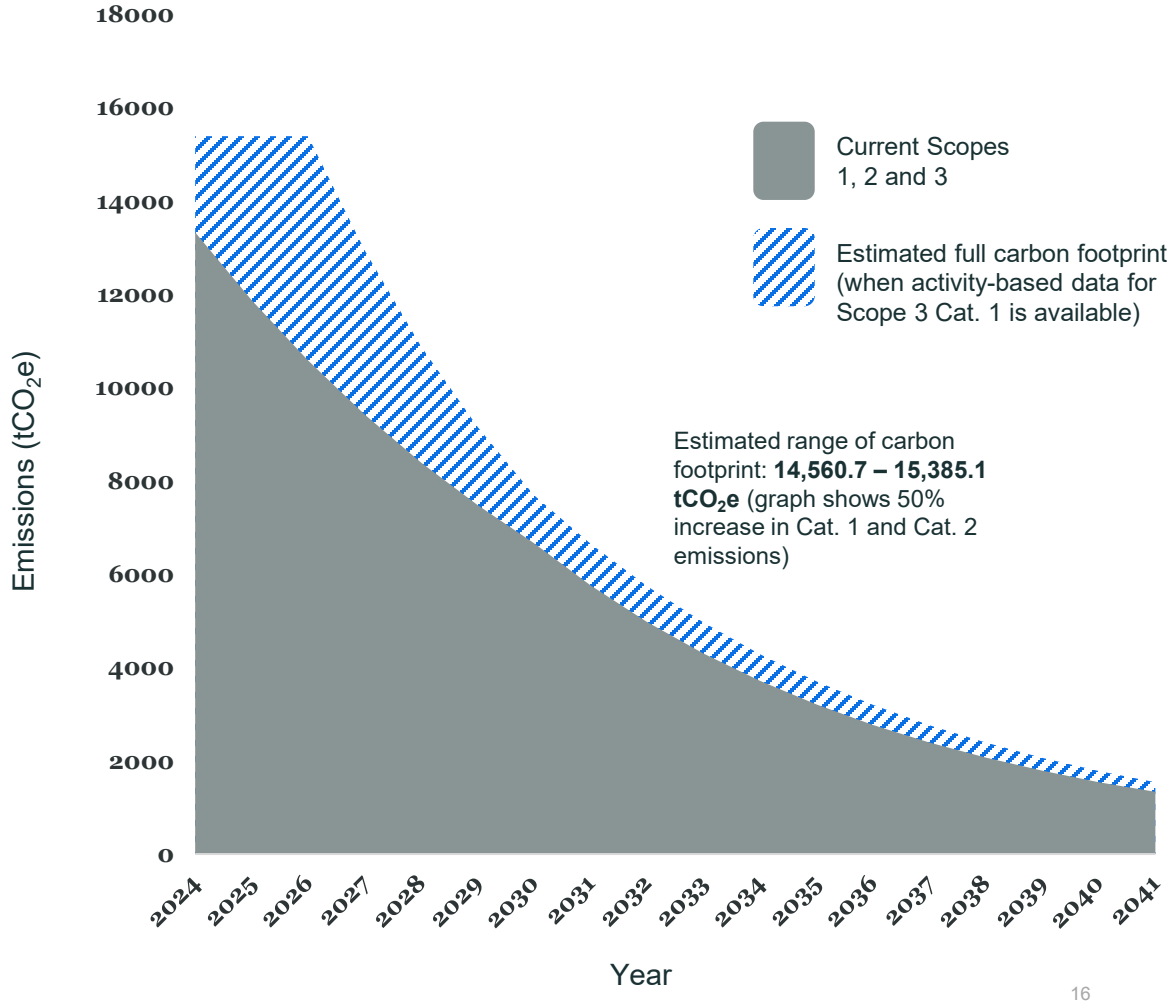
In the first Scope 3 carbon footprint calculations for The Langham Estate, 100% of data used was spend-based.

As is common for Scope 3 calculation, The Langham Estate measurement is based on spend-based methodology for its first full carbon footprint measurement. As data quality improves and it becomes possible to use more activity-based data, it is important to consider the impact this may have on calculation. For example, Planet Mark's in-house analysis estimates that emissions from Scope 3 Cat.1 and Cat. 2 can increase by approximately 30 – 50% when measurement methodology moves from 100% spend-based to 100% activity-based data.

Estimated emissions

The graph on the right serves as a visualisation of an estimated future baseline. This estimation has been calculated by increasing the 100% of emissions measured using the spend-based methodology, by the estimated maximum 50% observed uplift.

It was assumed that access to activity-based data may take time, and therefore the data was plotted in from 2026.



Section 3

Solutions for decarbonisation

Solutions for decarbonisation overview

Notes

Indicative costs:

The indicative cost for each solution is based on the following capital investment banding.

- Low: < £10K
- Moderate: £10K - £50K
- High: > £50K

Associated timescales:

- Immediate initiatives: 2024 - 2027
- Near-term actions: 2028 - 2031
- Mid-term actions: 2032 - 2036
- Long-term enablers: 2037 - 2041

Action and Progress Tracker

To support our transition to net zero, we will be implementing a range of decarbonisation solutions split across four key themes:

- Decarbonisation initiatives, including data quality and net zero targets.
- Engagement, education, and communications
- Governance structure
- Policies

The solutions listed in the '**Action and Progress Tracker,** separate to this document, aim to provide a comprehensive programme of decarbonisation, and establish essential foundations for future carbon savings against the key themes. The Action and Progress Tracker will be a live document that will allow The Langham Estate and Planet Mark to successfully, assign ownership across the firm to then monitor and assess the implementation of carbon reduction solutions.

We have highlighted the most impactful decarbonisation solutions on the following two pages, broken down by immediate and near-term (1-4 years) and medium to long-term (4+years) solutions.

By activating all three we can ensure that necessary resource is available to deliver large decarbonisation projects, drive the required internal and external behavioural change necessary to deliver net zero, and track and review our process accurately.

Solutions Overview

Scope 1: Transition away from natural gas and install more energy efficient equipment.

Scope 2: Continue to procure 100% renewable energy and continue to roll this out across all landlord controlled.

Scope 3: Most of our carbon emissions are embedded in Scope 3, Categories 1 & 2, Purchased goods and services and Capital Goods, and Category 13, Downstream leased assets. We will need to start capturing more activity-based data to support our near-term net zero targets. This will involve action across our tenant and supplier community to support and understand their carbon footprint.

Beyond specific initiatives with high potential carbon savings, it will only be possible to reach net zero by catalysing behavioural change across the whole company and encouraging the team to adopt a net zero mindset.

Immediate and near-term solutions for decarbonisation

The following decarbonisation solutions focus on the implemented, immediate and near-term timeframes (one to four years) as they will provide the essential groundwork to realise our net zero ambitions.

It is critical budget is in place to deliver these immediate actions to reduce our full carbon footprint, principally supplier emission's and be easily deployed using current resource, insight and understanding.

Decarbonisation		Engagement		Governance		Policies	
Implemented & Immediate (2024-2027)							
Improving data quality with a focus on Purchased Goods and Services and Capital Goods data.	Upgrades to infrastructure	Initiate engagement activities with key suppliers and employees.	Agree collaborative action plans with tenants and suppliers where possible to drive net zero initiatives for mutual benefit.	Embedding environmental committees and working groups into The Langham Estate's corporate governance structure.	Identify channels for internal and external communications.	Introduce key policies.	Track policies and guidance are being followed.
Near-term (2028-2031)							
Start to access activity-based data.	Update procurement system to ensure collection of activity-based data for goods and services.	Ensure that all suppliers are fully compliant with policies and net zero supplier requirements	Comprehensive employee training and engagement.	Create a review process for key suppliers	Comprehensive board-level training and engagement.	Implement remuneration policies.	Updating policies to drive energy efficiency, low waste and low carbon.

Medium and long-term solutions for decarbonisation

These decarbonisation solutions focus on the medium and long-term (2032 onwards). The focus will be on strategic resourcing and budgets to deliver against net zero business decisions. Emphasis on long-term target commitment to maintain Scope 1 and 2 net zero emissions and achieve Scope 3 net zero long-term target.

An element of cross-industry decarbonisation will need to take place during these timeframes, to see full carbon footprint reductions.

Decarbonisation		Engagement		Governance		Policies	
Mid-term (2032-2036)							
Seek new suppliers if current ones do not meet criteria.	Reduced Scope 1 and 2 emissions by 75% by 2036.	Agree net zero action plans with key suppliers.	Review requirements for employee training and education.	Review approach to Board remuneration on net zero transition.	Understand what skills will be needed to lead the business beyond net zero.	Review whether all relevant policies are in place.	Ensure all supplier contracts mandate carbon disclosure.
Long-term enablers (2037-2041)							
Ensure smart carbon data collection solutions are embedded into finance systems.	Continuous and transparent review of targets, actions and processes.	Strong relationships with suppliers, knowledge sharing and innovation.	Collaborative work with suppliers, peers and civil society focused on achieving net zero.	Ongoing transparent reporting of progress.	Ongoing monitoring and management of transition plan implementation.	Ongoing review of process to enable net zero.	Ongoing review of policies to enable net zero.

Supplier maturity assessment

Supplier sustainability maturity ranking

1. Indicates 'advanced' sustainability understanding, a net zero target is in place and has been externally communicated; a range of sustainability initiatives have been implemented or planned.

2. Organisations are considered to have initiated their sustainability journey, however, information communicated externally is limited.

3. Organisations do not appear to have implemented any sustainability initiatives or are not yet disclosing any related information to external audiences.

A Supplier Maturity Assessment has been carried out for the Langham Estate top 9 suppliers as determined by the spend-based data available. This has been achieved by reviewing the publicly available information on each supplier to assess their sustainability credentials. Suppliers are given a sustainability maturity score between 1 and 3.

The Langham Estate' top suppliers collectively account for 96% of the Purchased Goods and Services and Capital Goods emissions.

Out of the top suppliers three have already set net zero targets, while two others have initiated their sustainability journey.

Four suppliers are not currently disclosing any sustainability related information within their public domain.

The aim of this review was to identify which suppliers are likely to benefit the most from engagement initiatives to support sustainability education and upskilling. This will be a key step in our sustainability journey, to improve Scope 3 data quality, and ultimately to provide the insight to support data-led supply chain decarbonisation.

Suppliers, receiving a low (3) or a medium (2) sustainability maturity score are collectively responsible for 88.48% of the total Purchased Goods and Services and Capital Goods emissions. It is considered that these suppliers will benefit significantly from supplier engagement activities. Accordingly, this will support improved data quality and enable the Langham Estate to identify carbon reduction opportunities.

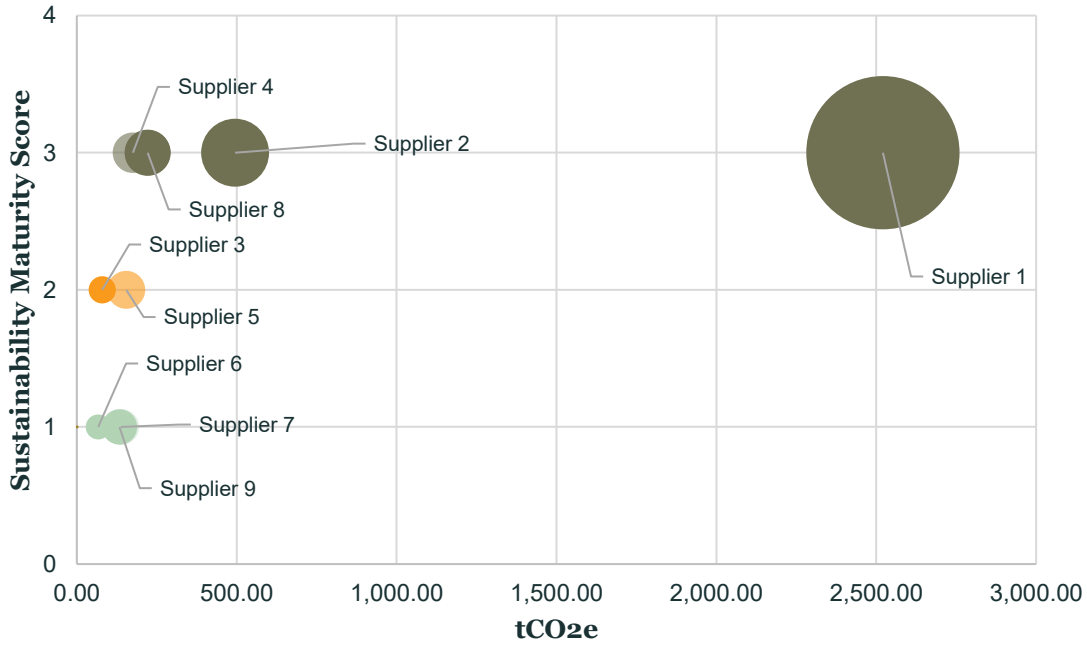
Page 22 presents a matrix graph which indicates the emissions attributable to each supplier, and the sustainability maturity score they received. The size of the bubbles corresponds with the quantity of emissions, while the colour indicates the sustainability score. The matrix is supplemented with a summary table, which provides some detail on the sustainability initiatives undertaken.

Page 23 presents hypothetical emissions reductions trajectories identified for each supplier.

Supplier maturity assessment

Supplier	tCO2e	% of Cat. 1 and 2 footprint	Maturity ranking	Supplier Type	Notes
Supplier 1	2,520.86	61.16%	3	Construction company	Do not disclose any sustainability information.
Supplier 2	494.99	12.01%	3	Construction company	Do not disclose any sustainability information.
Supplier 3	79.52	1.93%	2	Law firm	Limited information on wider sustainability intiaitives provided on Environment page.
Supplier 4	175.42	4.26%	3	Architect firm	Do not disclose any sustainability information.
Supplier 5	154.57	3.75%	2	Cleaning services	Describe a number of sustainability initiatives undertaken on their Sustainability page.
Supplier 6	66.93	1.62%	1	Insurance	2050 net zero target
Supplier 7	138.28	3.35%	1	Facilities services	2045 net zero target, Environmental Report detailing action to date and Carbon Reduction Plan listing out key initiatives in the coming years.
Supplier 8	221.50	5.37%	3	Electrical engineer	Do not disclose any sustainability information.
Supplier 9	133.45	3.24%	1	Contractor	2050 net zero target
Other	136.48				
Total	4,122.00				

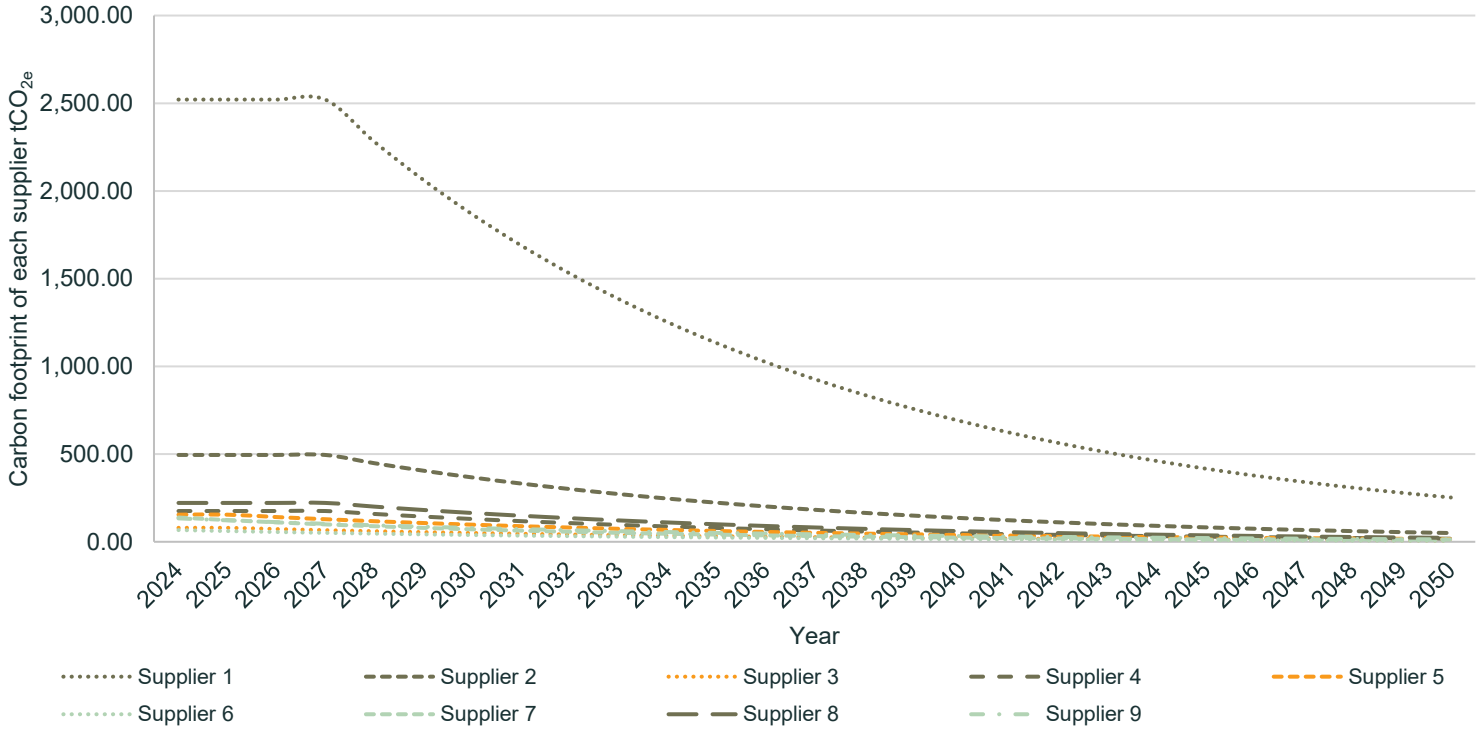
Supplier maturity of top 9 PG&S suppliers



Key:

- Organisations with a Sustainability Maturity Ranking ‘1’
- Organisations with a Sustainability Maturity Ranking ‘2’
- Organisations with a Sustainability Maturity Ranking ‘3’

Net Zero Trajectories of top suppliers



This graph shows individual trajectories for each supplier based on the amount of CO_2 emissions calculated for the goods or services provided during the 2023 - 2024 reporting period.

It is assumed that organisations scoring '1' in the supplier maturity assessment will have already started to implement carbon reduction initiatives and be on a net zero journey. It is, therefore, expected that these suppliers' emissions trajectories will show a downward slope from 2024 onwards.

For organisations scoring '2' in the supplier maturity assessment, it was assumed that carbon reduction activities could be delayed by up to 2 years. For organisations that have scored '3', this delay was assumed to be 4 years. Accordingly, the emissions reduction trajectories for these suppliers are modelled with the corresponding delays.

This graph shows the assumed speed that the Langham Estate's top suppliers are likely to be decarbonising, and hence contribute to the reduction of the Langham Estate Scope 3 emissions from Purchased Goods and Services.

Assumptions:

- Organisations with a Sustainability Maturity Ranking '1' – immediate carbon reduction actions implementation
- Organisations with a Sustainability Maturity Ranking '2' – carbon reduction actions likely delayed by up to 2 years
- Organisations with a Sustainability Maturity Ranking '3' – carbon reduction actions likely delayed by up to 4 years

Section 4

Governance

Governance

Senior leadership have stewardship obligations that include taking action to address climate change within their organisation and beyond (SECR and Net Zero as defined by the 2019 Amendment to the Climate Change Act). On an annual basis, companies must report on progress toward their target(s) and their corporate-wide GHG emissions inventory.

This Net Zero Action Plan will govern The Langham Estate's current carbon reduction strategy, be future focused to implement ongoing decarbonisation projects and policies, and ensure that we are held accountable to carry out the necessary steps to achieve net zero.

The Langham Estate is committed to full transparency of our decarbonisation efforts to avoid any reputational, legislative, and ethical risk of greenwashing. On an annual basis, we review our emissions and report on progress towards our target(s) and our corporate-wide GHG emissions inventory. The annual governance review will ensure that:

- Progress against decarbonisation solutions are tracked,
- Timelines are adjusted as needed,
- Actual reductions are in line with estimated,
- Target and baseline are still relevant.

Governance Structure

The Langham Estate's net zero strategy is supported by the Head of Sustainability, and endorsed The Board who ensures there is appropriate strategic and operational focus on climate-related matters.

Further cross-departmental teams support the steering of The Langham Estate's sustainability strategies and carbon reduction plans. This Net Zero Transition Plan will feed into the business growth strategies, supporting carbon reduction and ensuring accountability and rigour in reporting. It is essential that as an organisation, we embed sustainability considerations into our decision-making processes, and our commitment to net zero is reflected in Board oversight and risk management practices

Criteria for selecting building / office as part of Net Zero Strategy

The following guidelines should be applied for decisions relating to selecting and operating office and any other operational sites.
Note: Guidelines 1 and 2 are mandatory to achieve net zero carbon buildings operations, while guidelines 3 and 4 are desirable to reduce the overall energy load required to run operations and deliver ongoing cost reductions. Guideline 5 ensured the site/building choice also supports a member's business travel and commuting carbon reduction goals.

1. No fossil fuel consumption on site	• Prioritise sites with existing fully electric-powered heating, hot water, and cooking equipment.
	• If heating / cooling is provided by variable temperature air, ensure the system has no reliance on fossil fuels e.g., gas burners.
	• If site is currently using gas or oil for heating/hot water, agree a time-bound contractual commitment from the landlord to switch to electric alternatives e.g., heat pumps, electric boilers, electric radiators, zip taps.
	• If site is currently using gas for cooking agree a time-bound contractual commitment from the landlord and catering provider to switch to electric alternatives e.g., electric ovens, induction hobs.
2. Renewable electricity to provide 100% of business needs	• Site electricity consumption must be 100% provided by verified renewable sources.
	• At minimum, a commercial tariff that is REGO backed, ideally with guaranteed sourcing from renewables generators.
	• If technically viable, in part provided by on-site solar PV: either via an existing array, a time-bound contractual commitment from the landlord to install solar PV, or landlord agreement to invest in installing it if lease length is sufficient (5-10 years).
3. Energy / water efficiency technologies – building fabric / design *(prioritise sites with key efficiency measures in place, or time-bound landlord agreement to install them)*	• Choose buildings with high BREEAM/EPC ratings or similar as a minimum.
	• Adequate insulation, especially top floor/roof cavity.
	• Double / triple glazing.
	• Opening windows for natural cooling and airflow (where appropriate).
	• Water saving devices: low flush toilets; low flow taps; grey water harvesting.

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4. Energy efficiency technologies – building operations & management *(prioritise sites with key measures in place or time-bound landlord agreement to install them)*	• Ensure the building has a BMS/BEMS System (where appropriate)
	• Smart electricity sub-meters in place for each floor.
	• Regular HHD (Half Hourly Data) analysis to detect and trends/anomalies in energy usage.
	• LED lighting - inside, outside and emergency lights.
	• Lighting controls - movement and/or lux.
	• Business's FM team should ideally have ability to control and lock heating and cooling temperature set points and operating times.
5. Broader sustainability goals enabled	• Location within walking distance of good public transport links.
	• EV chargers installed, or grid capacity and landlord agreement to install them.
	• Cycle storage facilities.
	• Shower and locker facilities.

The Langham Estate.

Net Zero Transition Plan

Planet Mark

Empowering change for a brighter future

#DoMoreGood