



**Savills UK**

Sustainability Report  
2022

Responsible, Sustainable Real Estate

savills

# Contents



# Foreword

By James Sparrow, CEO,  
Savills UK & EMEA

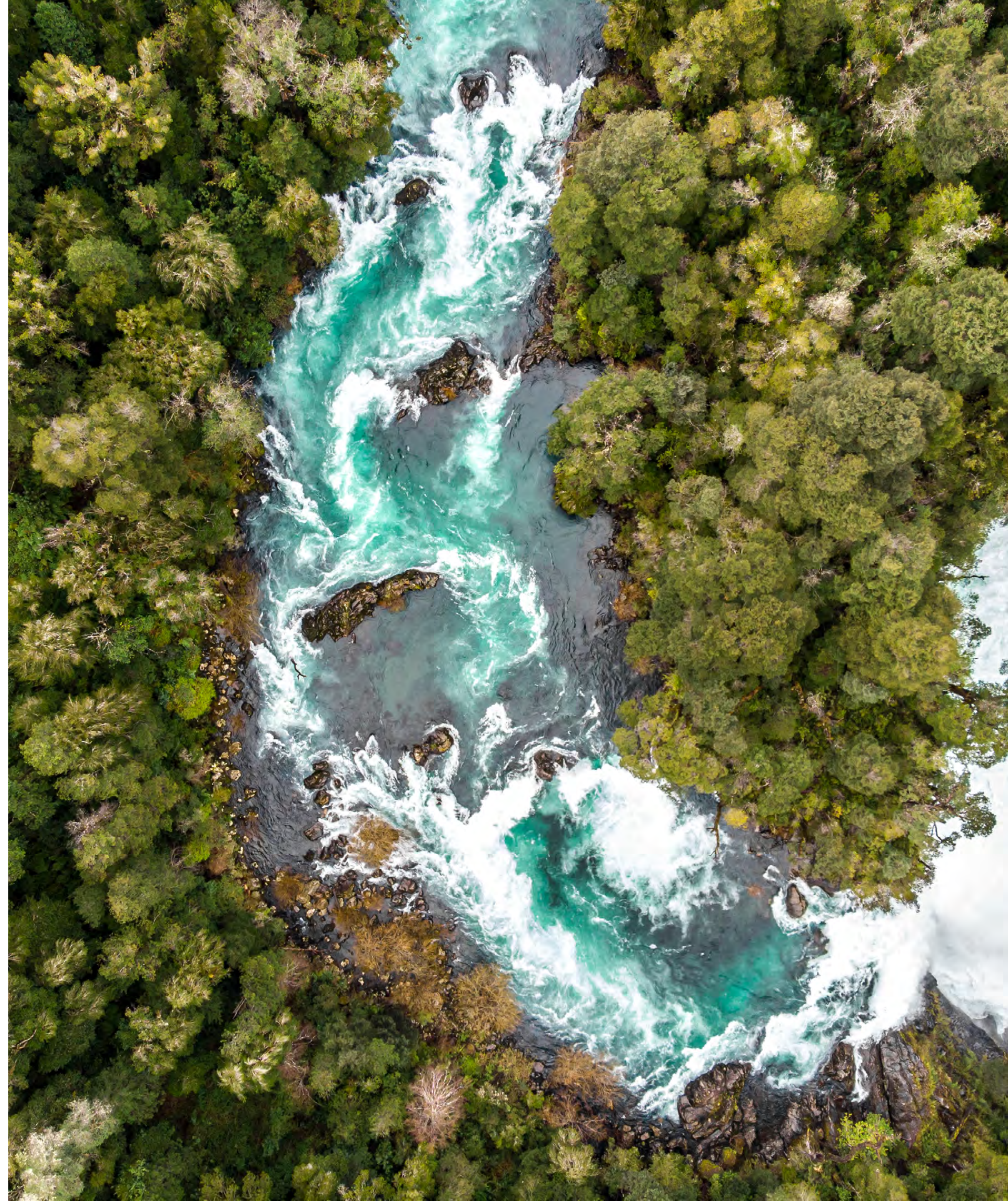


As the United Kingdom navigates rising inflation, resource scarcity and the unavoidable effects of the climate crisis, 2022 emphasised the urgent need to reclaim the United Nation’s Sustainable Development Goals (SDGs).

Adopting the 9 most material SDGs to our business as a blueprint, our sustainability strategy is focused on three core areas: Climate, Culture and Community. Now more than ever we acknowledge our responsibility to reach net zero carbon, actively support an inclusive and diverse culture and work with the communities in which we do business to create a lasting positive social impact.

Savills UK embraces our responsibility to set ambitious carbon emission reduction targets and engage with sustainable initiatives. In 2022, Savills PLC joined the Race to Zero campaign and the Science Based Targets Initiative (SBTi), committing the entire Savills Group, including the UK, to net zero carbon for all three emission scopes by 2040. We continue to work towards operational net zero carbon by 2030 in accordance with World Green Building Council guidance. In 2022 Savills UK saw a 38% reduction in our scope 1&2 emissions compared with our SBTi baseline year 2019.

At Savills, we strive for responsible and sustainable real estate, and we invite our clients and peers to join us on this journey. Our specialist division, Savills Earth, comprises sustainability and energy experts who provide customised consultancy services to our clients. Together, we create and execute innovative sustainability strategies that respond to the rapidly changing landscape of opportunities and challenges.



# Introduction: Our Strategy

The United Nation's Sustainable Development Goals (SDGs) have been chosen as the framework for the Savills Group's sustainability strategy.

The SDGs provide a globally recognised framework for addressing the world's most pressing social, economic, and environmental challenges. By using the SDGs as a basis for our strategy, we commit to ensuring that we operate a socially and environmentally responsible business. We've directly aligned ourselves to nine of the SDGs, which are most material to our business.

Underpinning our nine Sustainable Development Goals are 28 UK SMART targets. Our divisions, offices within the UK, and individual staff have worked diligently to progress these throughout the year, and we are proud to share our latest developments in this report. To ensure our reporting methodology is transparent and balanced, our targets are detailed in the appendix with page references applied. With many of our targets due in 2023, we will be furthering our ambitions by reviewing and updating our SMART targets in the coming year.



## Good Health & Wellbeing

Our goal is to provide healthy workplaces, encourage healthy lifestyles and raise awareness of mental health and wellbeing



## Quality Education

We aim to create opportunities for growth and development for our people and within the communities that we impact



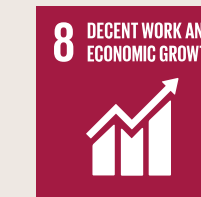
## Gender Equality

We actively promote gender equality and aim to create a diverse and inclusive environment for all



## Affordable & Clean Energy

We aim to maximise energy efficiency, and switch to using renewable energy across our workspaces



## Decent Work & Economic Growth

We are committed to operating responsibly and providing fair, safe and diverse workplaces



## Sustainable Cities & Communities

We work with government, national and local communities to create sustainable places



## Responsible Consumption & Production

We seek to reduce our environmental impacts through active operational management and responsible procurement



## Climate Action

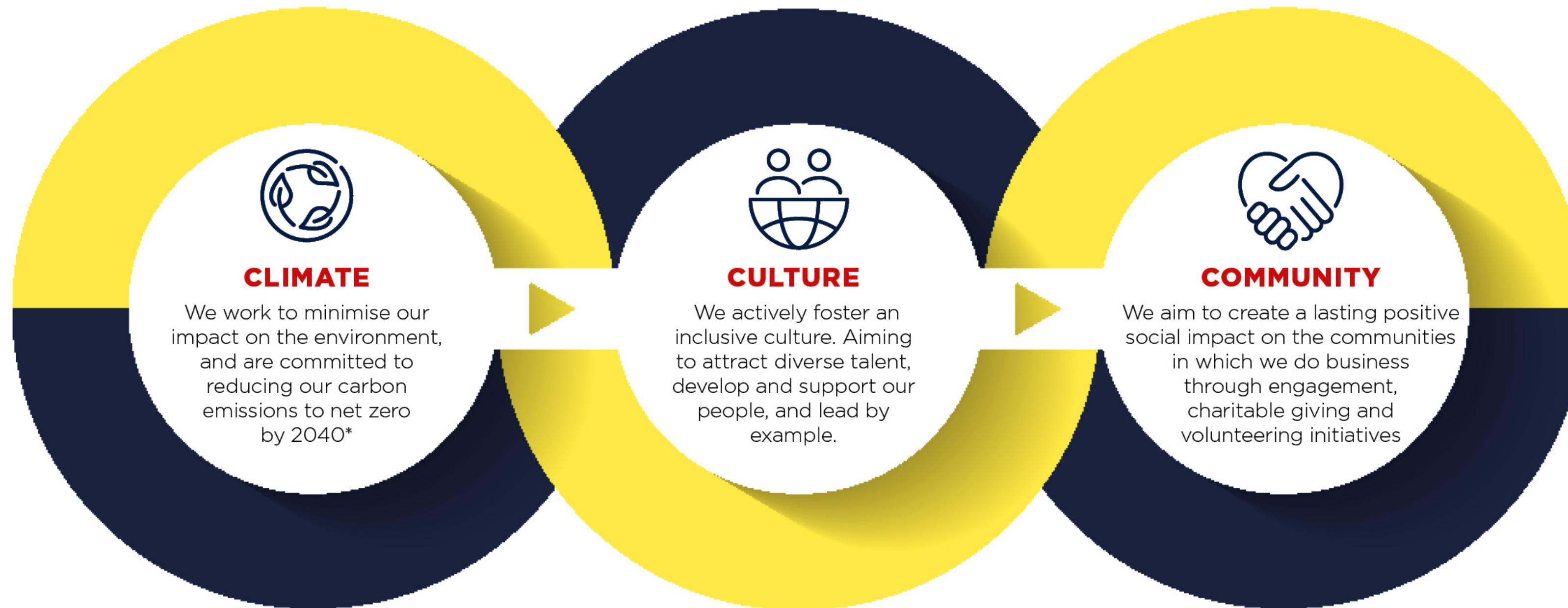
We will minimise carbon emissions and work continuously towards net zero carbon targets globally



## Life On Land

We expect our suppliers to operate responsibly and seek to protect biodiversity and ecosystems

We aim to make a positive impact on the communities in which we operate and on the environment, both directly, and through advisory work with our clients:



\*We are committing to Science-Based Targets to deliver our goals, consistent with a no greater than 1.5°C temperature increase Scope 1 and 2 net zero by 2030 and net zero in our value chain (i.e. Scope 3, including assets under the Group's control) by 2040

# 2022 Sustainability Highlights



**Reduced our scope 1&2 GHG emissions by 38%** compared with our SBTi baseline year of 2019

**54%** of those promoted in the business in 2022 were women, **up from 51% in 2021**

Launched a network of **130 sustainability enablers** to inspire sustainable practices within offices and amongst teams

Savills Earth advised our clients on **1 megatonne** of carbon storage and **400,000 tonnes of rural carbon reduction**

**23%** of our applicants for all roles as of March 2022 are from an ethnic minority **up from 14% in April 2021**

**Donated £726,000 and 4,780 working hours to charities**, educational outreach and community outreach projects

Awarded **Pro Bono Contributor of the Year** at the LandAid awards

Awarded **Apprenticeship Employer of the Year** at the Personnel Today Awards

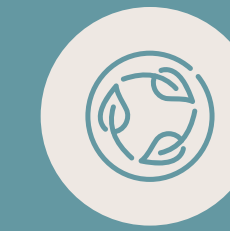
**70% increase in the number of apprentice hires** across the business in 2022, **up from 67 in 2020 to 230 in 2022**

Reached over **2000 students** as part of our educational **outreach programme**





# Affordable and Clean Energy



**Climate:** We work to minimise our impact on the environment and are committed to reducing our carbon emissions to net zero by 2040.

Savills UK recognises the urgent need to respond to the climate crisis. As a result, we have set science-based emission reduction targets and are working to achieve net zero carbon by 2040 for all three emission scopes as part of our Group commitment. Before then, our aspiration is to achieve operational net zero carbon by 2030 in accordance with the World Green Building Council's Net Zero Carbon Buildings Commitment. This commits us to eliminate emissions for scopes 1 and 2, which are used to heat, light and power our offices and fuel our company owned fleet.

Our 2022 scope 1&2 GHG emissions totalled 839 tonnes CO<sub>2</sub>e which is down 38% compared with our SBTi baseline year of 2019. Our Greenhouse Gas (GHG) data was 3rd party verified for the first time during 2022.

In accordance with the energy hierarchy, our efforts to date have been focused on reducing our emissions as much as possible and procuring green and REGO backed electricity and gas tariffs. A core deliverable for reducing our scope 1 and 2 emissions is ensuring all our offices are supplied by 100% green energy and gas tariffs by the end of 2023.

This target has been challenging in a volatile energy market; however, we remain committed. Our 2022 energy supply consisted of 76% green or REGO backed gas and 83% green or REGO backed electricity supplies. We are working to transfer our remaining directly procured energy supplies to green by the end of 2023 and encouraging our landlords to do the same.

We have conducted 9 detailed, 33 high level and 112 desk-based energy audits across our office portfolio to understand opportunities for energy reduction on an individual office basis. We also reviewed our existing IT and removed 1,305 hardware telephones which were replaced with mobiles and Teams Voice. Some of our desks have transitioned from the traditional PC with two screens to single screens with plug in laptops which has reduced the energy consumed by those desks by 46% and we continue to roll out this initiative in 2023. Our Cambridge office has electric pool cars for their viewings and we will be transitioning away from internal combustion engine company owned vehicles as we approach our 2030 net zero target.

We acknowledge that our scope 3 emissions are our largest scope and we disclose these within the [Savills PLC Report and Accounts \(p66\)](#).

We have integrated the sustainable travel hierarchy into our Savills UK Travel Policy and continue to offer our Cycle to Work and Electric Vehicle (EV) schemes.

In 2022, we conducted 91 desk-based waste audits, added food waste bins to 11 offices and coffee cup recycling was introduced to the Savills Group global headquarters. We also created an internal recycling video to coincide with Recycling Week, which along with our other initiatives helped to achieve our recycling rate of 44%. We continue to work with our service partners and employees towards our target recycling rate of 75%.



## What have we done to reduce our scope 1&2 emissions?



We conducted 9 detailed, 33 high level and 112 desk-based energy audits across our office portfolio



Installed timeclocks on 81 of our shop front offices to ensure display lighting switches off overnight



We've reviewed and optimised our comms rooms cooling temperature across our office portfolio



Launched an Automatic Meter Read (AMR) project to improve our data accuracy and allow real time monitoring



Replaced 1,305 hardware telephones with mobiles and Teams Voice



Transitioned 1,126 office desks from PCs to single screens with plug in laptops, reducing the energy consumed by those desks by 46%







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# Responsible Consumption and Production

To maximise engagement with office related sustainability, we ran a UK wide competition ranking offices based upon five sustainability key performance indicators; energy intensity, recycling rate, sheets printed per person, training rate and volunteering hours. Not only did this encourage some healthy competition, but we saw a drastic increase in our volunteering efforts and completion of our sustainability training module.

We've launched a network of Sustainability Enablers. This group consists of over 130 passionate colleagues who, with the support of the central team, are working to spark conversation about sustainability related matters within their office and wider networks.

Some recent successes include our Wimborne Sustainability Enablers tackling commuting emissions by running a green travel week and successfully securing planning permission for a new bike shed.

In Truro, the Sustainability Enabler procured coffee for the office from a social enterprise that employs homeless people and reinvests their profits into the health and wellbeing of their employees as well as funding accommodation for their staff.

We continue to retain an Environmental Management System certified to ISO 14001 in 107 of our offices, meaning that our risk and opportunities are carefully planned and considered. One of the items monitored under our Environmental Management System is our printing.

As anticipated given the return to the office, our printing increased by 10% compared with 2021; however this remains a 68% decrease compared with 2019. Many of our teams and offices operate a digital first policy and to support this, we are streamlining our fleet of printers. To celebrate World Environment Day we also shared paperless tips and technology via our internal communications platforms.



# Climate Action and Life on Land

Savills Earth consolidates our established and emerging lines of business and expertise to deliver the very best sustainability, social value, energy and carbon strategies on behalf of our clients. Responding to our clients' specific aspirations we prepare strategies that turn sustainability and energy objectives into reality.

We recognise the urgent need to accelerate net zero commitments and to this end have issued Net Zero Pathway strategies for more than 1,100 client assets, advised on 1 megatonne of carbon storage and 400,000 tonnes of rural carbon reduction.

Working with our rural landowner clients, in 2022 we advised on 36,000 acres of peatland restoration and over 2,500 acres of new tree planting measures.

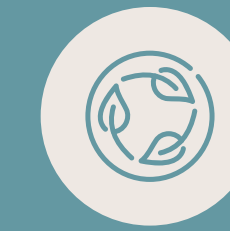
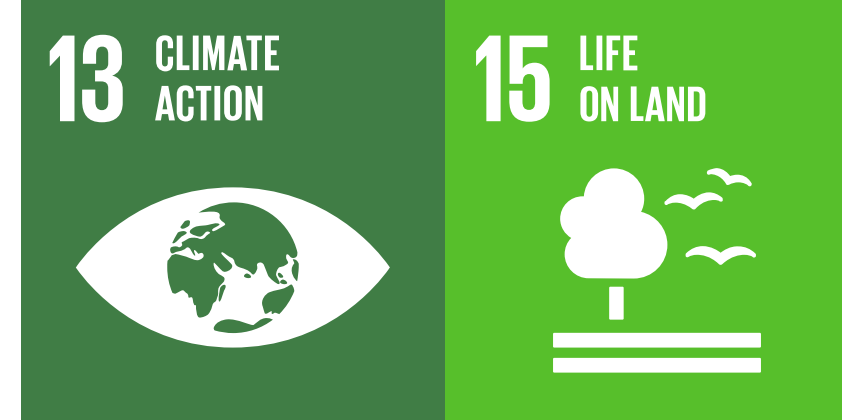
Savills sustainability experts have joined the UK Net Zero Carbon (UKNZC) Buildings Task Group, contributing to the standardisation of approaches to embodied and operational carbon in the built environment. The standard sets out metrics by which net zero performance is evaluated as well as introducing performance targets and limits.

This will be transformative for our industry, offering one definition and point of reference for developers, contractors, asset owners and managers, occupiers, financiers and funders wanting to demonstrate that their building is net zero.

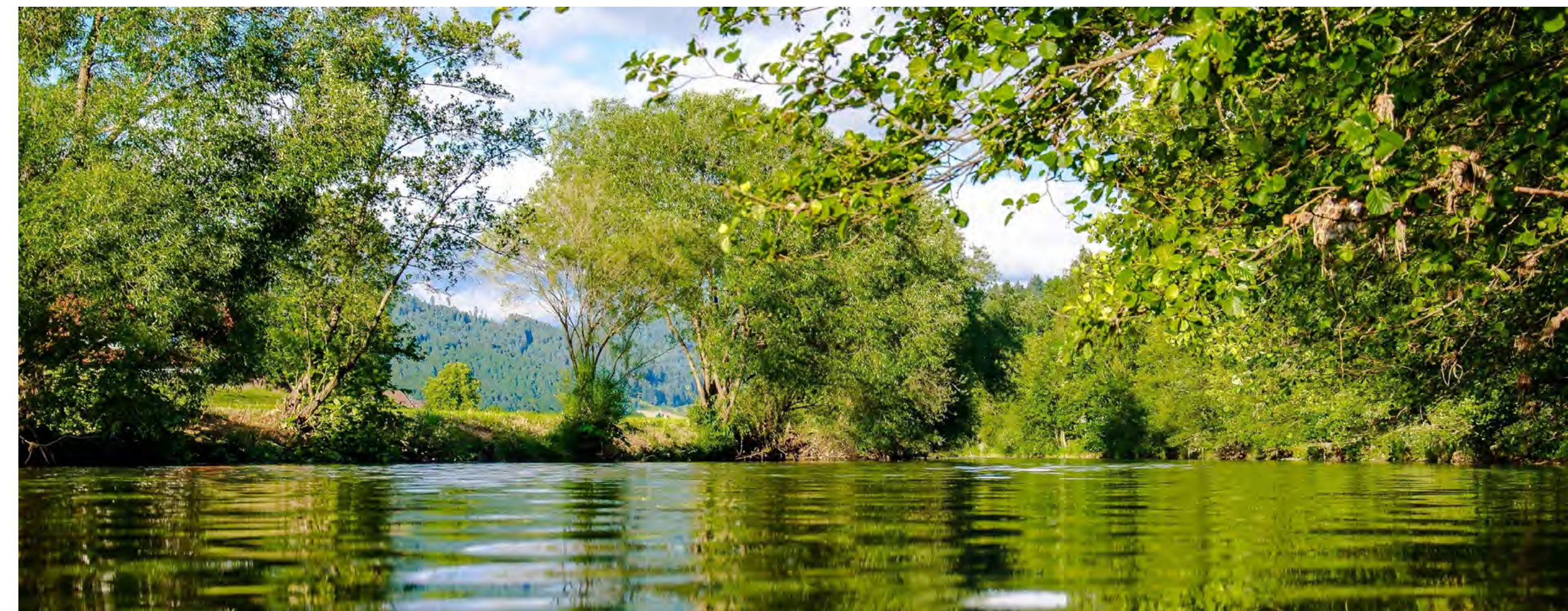
2022 saw the launch of our new Savills Earth Real Estate Insights podcast series, with experts from Savills discussing a key sustainability issue in each episode. Healthy debate, discussion and ideas were exchanged relating to the [circular economy](#), [biodiversity](#), [energy](#), [retrofitting buildings](#) and [social](#)

[value](#). Three of the episodes alone brought in more than 6,300 listens in the first three months and ranked in the top 20 Savills podcasts of all time, demonstrating the depth of interest in these topics and the issue of sustainability overall. We also wrote over 70 externally facing sustainability related blogs in 2022, with each blog generating up to 2,700 views, thereby communicating our experience and thought-leadership in these topic areas.

To close 2022, our retail division launched their third [Re:Imagining Retail publication](#), which tackled the many facets and challenges related to environmental sustainability within the retail sector. To mark the launch, clients and contacts from over 200 organisations tuned in from 16 countries to a webinar followed by a panel discussion which covered the key drivers for change in sustainable repurposing, operational opportunities and challenges, and policy.



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**Culture:** We actively foster an inclusive culture. Aiming to attract diverse talent, develop and support our people and lead by example.

# Equality, Diversity and Inclusion

We strive to create an inclusive environment, accepting of every individual's difference and enabling all employees to achieve their full potential.



Following the appointment of a UK Head of Diversity and Inclusion, we made further good progress in 2022 including hosting 20 diversity and inclusion related presentations and training 184 allies. Our allies help to create an inclusive environment by understanding the challenges those in under-represented groups face, providing support and addressing inequalities. The role of an Ally is to educate themselves and others about inclusion and challenge unacceptable behaviours in the workplace. Our Allies support each of our

diversity and inclusion groups spanning; disability, gender, ethnicity, age, LGBTQ+ and social mobility. Our social mobility group worked diligently to create equal and fair entry points into the industry which are addressed later in this report, within our Communities section.

In 2022 we retained our level 2 Disability Confident Employer status and continue to strive for level 3. We marked neurodiversity week with a panel discussion and recognised International Day of

Persons with Disabilities by releasing an internal publication in collaboration with Savills Investment Management. The report featured colleagues with a hidden disability or those who are neurodiverse, aiming to raise awareness about the importance of embracing our differences.



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Our gender group supports our strategy that provides an equal and fair platform for our people, no matter their gender. Savills is committed to understanding, measuring, and reducing our gender and ethnicity pay gaps which we address explicitly in our annual gender and ethnicity [pay gap report](#). Whilst we are proud to report that the proportion of female directors increased from 21% to 23% in 2022 we recognise there is work to be done to achieve gender parity. We are proud sponsors of EG's Future Leaders Programme, and we have introduced a programme aimed specifically at developing the skills of our female colleagues known as 'Maximising Your Potential'. In 2022, 54% of all those promoted in the business were women, up from 51% in 2021 and 32.5% of Savills RICS members are women, compared to 14% across RICS as a whole. We marked International Women's Day with an inspiring women campaign, celebrating female colleagues at different stages of their careers.

Our Black History Month campaign celebrated and reflected on the history, achievements and contributions of black people in the UK. We promoted prominent black historical figures in our offices to support learning and created toolkits to support reflection. 2022 also saw a 50% increase in the number of internal ethnicity related articles written compared with 2021 and our 37 ethnicity related posts on social media achieved 113,000 impressions. The Ethnicity Group also sponsored the This Is Black Gen Z report via TapIn and launched a partnership with We Rise In who provide leadership training and networking opportunities to our minority ethnic employees.

The Age group is aimed at encouraging a wider age profile within the property industry and is focused on ensuring that appropriate support is offered at all stages of each individual's career. We are proud signatories of the Wellbeing of Women Menopause Workplace Pledge, recognising the need to actively support those affected by the menopause and encouraging open dialogue. Our people also have access to an internal UK Menopause Support Group which aims to remove any taboo associated with discussing menopause at work. We've also launched Employers for Carers membership to all employees with caring responsibilities.

Our ambition is for our people to feel comfortable to bring their full self to work and we remain a staunch ally of the LGBTQ+ community. To celebrate pride month, we ran a month-long campaign to promote LGBTQ+ equality and inclusion; both as part of our internal culture and relating to our relationships with our clients. The campaign centred around Art & Place and how the design and use of space can support cultures of inclusion and diversity in Real Estate. Pride month culminated in an in-person event at 33 Margaret Street which brought together a panel of experts with over 130 guests for our Pride of Place event.





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# Good Health and Wellbeing

At Savills, enabling our people to be the best version of themselves is at the heart of our business. Health and wellbeing is a key element of our culture, and we are proud signatures of the Time to Change Pledge, a commitment to changing how we think and act in the workplace regarding mental health.

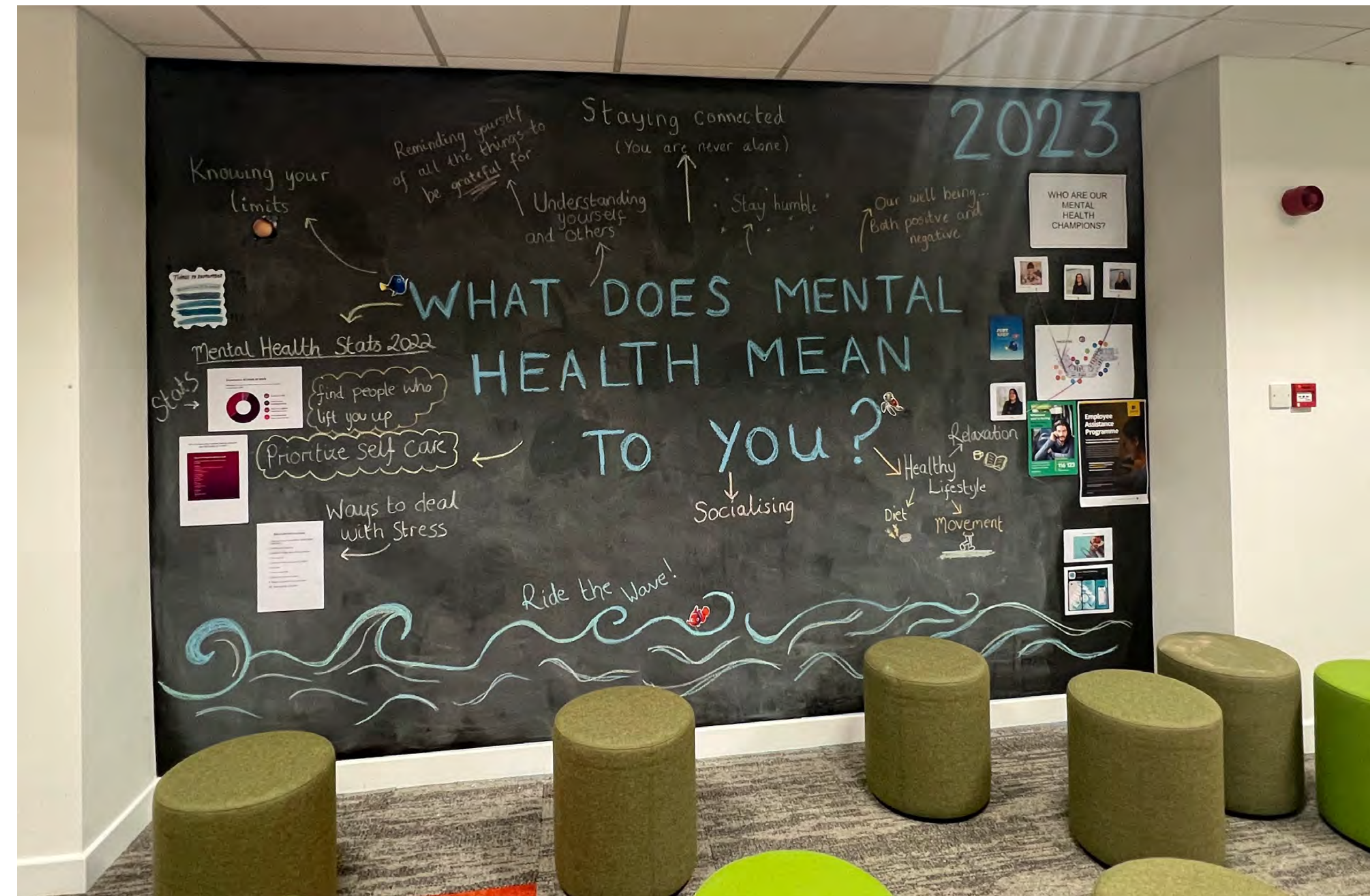
Our group of mental health champions work to challenge any stigma around mental health in the workplace and signpost our people to our wellbeing programme. In 2022, we had 295 mental health champions; our training schedule means we are on track to reach and exceed our target of 300 champions by the end of 2023. We also offer an annual wellness programme which includes: our “Excellent” rated Employee Assistance Programme, access to nutrition, fitness and health consultants, a mental health app, and a health and wellbeing webinar series led by a third party. We aspire for our offices to be great places for people to work, so we launched a sustainable fit-out guide which integrates sustainability and wellbeing principles within each Savills office fit out. We also commissioned three health and wellbeing assessments on our existing offices.

Annually, we review patterns in sickness and absence to understand the changes we can make as a business to improve our employees’ health and wellbeing. We also continue to strive for zero-accidents across our own office network and managed property portfolios.

During 2022, we achieved ISO 45001 Occupational

Health and Safety certification in 52 of our offices. We offered our employees 24 different in-person health and safety training courses, in addition to our e-learning modules. All of our Savills UK offices have access to a defibrillator and the defibrillators within our offices have been registered on The Circuit. The Circuit is a national defibrillator network

which provides a country-wide overview of where defibrillators can be found for use in an emergency by members of the public. After launching in November 2022, there have been three instances where Savills were able to provide defibrillators to members of the public in emergency situations.



# Decent Work and Economic Growth

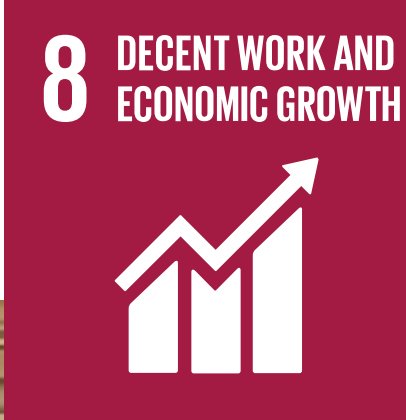
Savills UK provides decent work for over 8,500 employees and is a certified Living Wage Employer. We are committed to the highest standards of integrity and have a zero-tolerance approach to any form of bribery, corruption, financial crime, modern slavery, harassment, bullying and discrimination. Everyone at Savills UK has access to our confidential whistleblowing hotline, SafeCall, enabling our people to report any malpractice in confidence.



We are compliant with the requirements of the Cyber Essentials Scheme, ensuring our confidentiality, integrity and data is protected. We have also been presented with the Silver Armed Forces Covenant award, which recognises the firm's commitment to align its values and policies to support veterans and reservists in civilian life and with their careers.

We recognise the importance of developing new and existing talent and equipping our people with the skills and training required to meet their full potential. In 2022, there were 175 different training courses available on our e-learning platform, covering a range of topics such as professional memberships, IT skills as well as personal confidence and communication.

Our Property Management division also collaborated with Multiverse, to launch a new industry-leading data literacy academy. The new 12-month programme, which launched in July 2022 provides delegates with data insights and the correct tools for making data driven decisions. Savills has enrolled 40 people with the intention of equipping Savills people with data literacy.



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**Communities:** We aim to create a lasting positive social impact on the communities in which we do business through engagement, charitable giving and volunteering initiatives.

# Quality Education



My work ranges from rent reviews, lease acquisitions and relocations, disposal and some strategic advisory. I was able to gain a large amount of responsibility early on which not only boosted my confidence but exposed me to some great opportunities and projects as well as allowing me to make great relationships with clients. I have the great opportunity of applying what I learn at university straight into my day job which enhances my understanding and knowledge, strengthening both aspects of the apprenticeship.”

**Isabelle Walters**, Surveying Apprentice, Corporate Account Management.



Since launching in 2015, our award-winning apprenticeship programme has developed into an industry leading network of diverse future talent. As well as being rated first place in the top 100 Apprenticeship Employers, Savills also won the award for Apprenticeship Employer of the Year at the Personnel Today Awards. What began as a target to employ 100 apprentices by 2023 was soon surpassed as 2022 saw 230 apprentices working within our UK business. Last year 17% of our apprentices were minority ethnic and 48% were female. We are proud of our achievements to date and we look forward to continuing to develop our future talent.



Savills UK retained its position as The Times Graduate Employer of Choice for Property for the 16th consecutive year, a position held since the category’s inception in 2007.

Annually, we welcome sandwich placement students and facilitate a summer scheme, an insight

programme and work shadowing opportunities. Our 2022 graduate and sandwich placement intake was 52% male and 48% female and included 178 students from 65 universities based across 40 offices. We ranked 36th in the 2022-2023 RateMyPlacement Best 100 Student Employers, and Savills were top for Real Estate.

Our Social Mobility Group support Career Ready, a charity that connect young people to the world of work. They boost social mobility and ensure the futures of young people are determined by potential rather than background. In the academic year 2021-2022, Savills reached 405 Career Ready students by mentoring or through masterclasses and workshops. The programme has been a success with 100% of mentees surveyed believing that their Savills mentor cares about them as a person.

We are Gold level supporters of Pathways to Property, an initiative which intends to widen access to the real estate profession by raising awareness of and aspirations about the vast range of careers available within the industry. It aims to reach talented students from various backgrounds, increasing the link between the industry and its future talent pool. We took part in the ‘Meet the Industry’ event designed to give participants an insight into roles in the sector. We have also provided placements and opportunities to alumni of the programme, and we have several former programme participants working for the business.

# Sustainable Cities and Communities

We continue to expand our own direct charitable engagements. In 2022 our people gave 4,780 working hours to charities, educational outreach, or pro bono projects. We also donated £726,000 to charities and community outreach initiatives.

Annually, we measure the social value and local economic value of our work by adopting the National TOMs framework and externally verifying our measurement. In 2022, we measured our annual social value contributions for 2021. Our social value measurement for 2021 increased by 10% compared with 2020, with £3.5million of social value generated benefitting communities surrounding our offices and managed sites. Some examples of our social value activities include our educational outreach and volunteering efforts, charitable donations, initiatives to tackle homelessness and decarbonisation efforts.

During 2022, the Social Sustainability Team in our Property Management division galvanised its track record of delivering projects which assess, measure, enhance and generate health and social wellbeing and value for our clients. The team achieved the first Fitwel 2-star rating for an operational asset in Edinburgh. They also supported our client whg by facilitating a strategically planned stakeholder engagement workshop to better understand

sustainability priorities. Our Social Sustainability Team also delivered a qualitative social value assessment for the Leadenhall building in London to maximise social value generation.

Operating within the property industry, we recognise our fundamental responsibility to support the homeless. We're founding partners of LandAid's pro bono programme, and continue to support their charity network by providing free of charge advisory and consultancy services. Our efforts were recognised as our Design Manager, Carl Mitchell, was awarded ProBono Contributor of the Year at the 2022 LandAid Awards. Savills received the award for our work for Justlife, an organisation working with vulnerable people living in temporary accommodation. Savills brought together experts to transform the charity's Manchester centre into a fit-for-purpose and environmentally friendly space. Following a visit to Justlife's Manchester Centre, and meetings with key stakeholders, the team developed space plan options, a concept design report and a set of drawings that could be used to develop a cost plan and the team then value engineered the project, all free of charge.

C4WS is a holistic homelessness charity that Savills UK has supported for several years through our Social Mobility group. In 2022, we gave 100 hours to 'Conversation Club' which aims to improve the English language conversational skills of guests of C4WS who do not speak English as their native language. We also donated 40 large bags of clothing and shoes to the charity to start the year and concluded 2022 with a Christmas collection of essential goods.



**Communities:** We aim to create a lasting positive social impact on the communities in which we do business through engagement, charitable giving and volunteering initiatives.

Our Social Mobility group partner with Rethink Food, an organisation working to remove hunger as a barrier to learning for children of primary school age. In 2022, we funded the resources for the Rethink Food Academy Classroom and sponsored the catering for the opening of the Rethink Food Academy. The academy is a new immersive learning space, offering a central point for the facilitation of high-quality food education in support of long-term food security. We also sponsored five Rethink Food Futures growing packages, volunteered at a food warehouse and ran 1-2-1 mentoring and coaching sessions for Rethink Food.



We are so grateful to Carl and his team. Without them, the refurbishment of our Manchester centre would still be a dream! Having a fit-for-purpose space where we can welcome and support people who are close to the streets will mean that we can work together to find long term routes out of homelessness. What an incredible difference you have made!"

**JustLife**





# Appendix

## Savills UK Greenhouse Gas Emissions (GHG) Footprint

Savills UK Corporate GHG Emissions, tonnes CO <sub>2</sub> e	2022	2021	2020	2019	% change vs 2021	% change vs 2019
Scope 1 (Direct)	283	380	453	334	-25.5%	-15.1%
Scope 2 (Indirect, market-based)	556	542	826	1030	2.6%	-46.0%
<b>Total scope 1 &amp; 2</b>	<b>839</b>	<b>922</b>	<b>1,279</b>	<b>1,364</b>	<b>-9%</b>	<b>-38.5%</b>
Scope 2 (Indirect, location based)	1,361	1,186	1,471	1,866	14.7%	-27.1%
Total energy use, MWh	8,463	7,648	8,734	8,913	10.7%	-3.1%
GHG Intensity Ratio - floor area	0.036	0.034	0.040	0.048	6.1%	-10.5%
Data estimation	32%	28%	26%	52%	15.4%	-37.4%

### Notes:

1. Where we have received more accurate energy data we have made restatements to the 2021 absolute performance measures.
2. Total Scope 1 & 2 emissions and GHG financial intensity ratio are calculated using the market based scope 2 emissions
3. GHG intensity ratio by floor area is calculated using the location-based scope 2 emissions
4. Market based emissions are emissions from electricity procurement that has been selected by a company. Location based emissions reflect the average emissions intensity of grids on which energy consumption occurs.



# Glossary of Terms

**1. Carbon Footprint:** A measure of amount of greenhouse gases that are emitted by an organisation and their associated business practice. The footprint measures things such as travel, electricity consumption, waste management etc. and is reported as a single number measuring the combined equivalent value of GHGs emitted each year

**2. Greenhouse Gas Emissions (GHGs):** A collective name for the group of gases that are emitted from the processes of non-renewable (carbon based) energy such as oil, coal or petrol. GHGs include carbon dioxide (CO<sub>2</sub>), nitrous oxide (NO), methane etc so named for their significant contribution to the greenhouse gas effect (climate change)

**3. Sustainable Development Goals:** A series of 17 interlinked global goals created by the United Nations in 2015. The goals act as a blueprint for a more sustainable future.

**4. Social Value:** A term used to quantify the positive environmental, economic and social impact realised by a community following a set of initiatives implemented by an organisation or project. The value goes beyond the economic value and incorporates the social savings achieved.

**5. Local Economic Value:** A term used to quantify the positive economic impact realised by a community following increased employment or investment in local businesses. Social Value (SV) and Local Economic Value (LEV) are reported separately, as LEV represents economic value generated locally through displacement of value from elsewhere and therefore not considered to represent value to society as a whole.

**6. Local Procurement:** There is no predetermined definition of local within a social value assessment. For the purposes of Savills corporate measurement, local was defined as within 20 miles from a given office or managed site.

**7. Local Employment:** There is no predetermined definition of local within a social value assessment. For the purposes of Savills corporate measurement, local was defined as within 15 miles from a given office or managed site.

**7. National TOMS:** The National TOMs Framework which stands for Themes Outcomes and Measures provides a reporting standard to measure and justify the pursuit of social value. The framework is created by the Social Value Portal and National Social Value Taskforce.

**9. Green Tariffs:** Green tariffs work by the supplier promising to match all or some of the electricity used with renewable energy, which it then feeds into the national grid.

**10. Net Zero Carbon:** The process of reducing an organisation's annual emissions such that they are equivalent to 0 tonnes CO<sub>2</sub>e. This process will often involve reducing emissions as much as possible and changing to renewable energy sources. However, where there are residual emissions which cannot be removed or reduced, these are often offset.



# Savills UK Sustainability Targets

	Objective	Measure	Target	Target Year	Status	Page reference
1	Undertake an annual “wellness programme”	Action	Undertake programme	Annual	Achieved	<a href="#">13</a>
2	Ensure that we have trained mental health champions across the business	Number of champions	300	2023	Progressing	<a href="#">13</a>
3	Undertake a Health and Wellbeing gap analysis on three of the existing Savills UK workplaces	Number of gap analyses	3	2023	Achieved	<a href="#">13</a>
4	Implement Health and Wellbeing minimum standards which apply to our UK workspace fit outs over a specified size	% of office fit outs	100%	2023	Progressing	<a href="#">13</a>
5	Maintain an Employee Assistance Program, rated as Excellent	Rating	Excellent	Annual	Achieved	<a href="#">13</a>
6	Support our staff through every stage of their career with relevant development, training, policies and benefits at each stage	Action	Complete review	2023	Achieved	<a href="#">12 - 14</a>
7	Achieve Level 3 Disability Confident Employer award and at least maintain that level thereafter	Action	Level 3	2023	Progressing	<a href="#">11</a>



8	Achieve minority ethnic recruitment for apprentices and graduates annually at least in line with the ethnic mix of the working age population, currently 18%	%	18%	2023	Progressing	<a href="#">15</a>
9	Ensure that the percentage of female directors increases	%	25%	2023	Progressing	<a href="#">12</a>
10	To provide an environment and culture which will encourage everyone to be comfortable and confident to disclose their sexuality	Action	Review	2023	Progressing	<a href="#">12</a>
11	To employ 100 apprentices across Savills UK, with a 50:50 male to female ratio	Number of apprentices	100	2023	Achieved	<a href="#">15</a>
12	Maintain accredited Living Wage Employer status	Certification	Maintain Certified Living Wage Employer	Annual	Achieved	<a href="#">14</a>
13	Ensure procurement of renewable electricity across our UK workspaces	% of green electricity	100%	2023	Progressing	<a href="#">8</a>
14	Ensure procurement of green gas across our UK workspaces	% of green gas	100%	2023	Progressing	<a href="#">8</a>
15	Centralise and report on utility use within Savills UK	% coverage	100%	2021	Achieved	<a href="#">8</a>
16	Undertake an energy audit or a formal in-house review across our UK workspaces	% coverage	50%	2025	Progressing	<a href="#">8</a>
17	Carry out energy optimisation for areas within control across our UK workspaces	% of offices with improvements carried out	30%	2025	Progressing	<a href="#">8</a>
18	Achieve net zero carbon across our UK workspaces and emissions from company owned vehicles	Net emissions, tCO2e	Net zero emissions, tCO2e	2030	Progressing	<a href="#">8</a>

19	Report UK emissions footprint via public Energy Use and GHG disclosure	Action	Public report	2021	Achieved	<u>8</u>
20	Undertake internal Scope 3 Emissions Assessment	Action	Internal report	2023	Achieved	<u>8</u>
21	Undertake a Social Value Review of the Savills UK business with a view to improving upon our impact	Value stated	2021	2021	Achieved	<u>16</u>
22	Support local communities by donating time and volunteering	Hours volunteered /year	-	2023	Achieved	<u>16</u>
23	Report amount donated to charity by the UK business	£	250,000	Annual	Achieved	<u>16</u>
24	Develop and implement a sustainable travel policy for staff	Action	Implement policy	2021	Achieved	<u>8</u>
25	Improve recycling rate across our UK workspaces	% waste recycled	75%	2023	Progressing	<u>8</u>
26	Reduce paper consumption usage from 2019 levels	%	25%	2023	Achieved	<u>9</u>
27	Roll out training on Sustainability and CSR across our UK workforce	Action	Launch training	2021	Achieved	<u>9</u>
28	Up-date sustainable procurement policies to include:- requirements to maximise resource efficiency and reduce environmental impacts; biodiversity and ecosystem impact considerations	Action	Implement policies	2021	Achieved	N/A