



Sanderson
Weatherall

Sanderson Weatherall understands the role it must play in supporting Sustainable development across the range of its surveying practices alongside an acute awareness that decarbonisation of the Real Estate sector, community engagement and stakeholder involvement are key components in combatting the Climate Crisis. We are committed to promoting issues surrounding ESG through our day-to-day activities in all areas of the business.

Environmental, Social and Governance (ESG) practices are integrated into our business management systems. Our goal is to promote outstanding ESG practices in our operations and that of our suppliers and clients.

The key elements of our ESG strategy are outlined below. Each section of the strategy is marked with a bullet point:

- **ESG is deeply rooted in our existing business strategy.** To demonstrate this, we have developed our business strategy in line with our core values and 11 of the 17 UN Sustainable Developments Goals (SDGs) that are most relevant to the business:

Good Health and Well-being – We aim to ensure all employees maintain healthy lifestyles and are provided mental health and well-being support through our well-being officers. We provide, and will strive to maintain, a clean, and safe working environment in line with our occupational health and safety management system, which is certified under OHSAS 18001.

Quality Education – Over the years, the firm has established an enviable record for the high quality of training given to the staff and this is widely recognised in the industry by our clients and competitors alike. We remain committed to the personal development of every employee of the firm to ensure they reach their full potential. We take our responsibility to build an inclusive and supportive working environment very seriously.

Gender Equality – We provide safeguards to ensure that all employees of whatever sexual orientation or gender are provided with equal opportunities, treated with respect and without sexual, physical, or mental harassment. We adopt the standards and approach of the Equality Act 2010 in all our internal and external employee policies and procedures.

Affordable and Clean Energy – Our goal is to make sure energy is renewable across managed properties and company offices whilst ensuring we are purchasing energy at the most competitive rate for our Clients.

Decent Work and Economic Growth – We aim to continue our economic growth through advanced working practices and ensuring our policies are up to date with new regulations and legislation.

Reduced Inequalities – We aim to provide a safe, diverse, and inclusive workplace for all. All of our offices are accessible, we have a diverse workforce, and we continually work towards reducing inequality both internally and in our local communities.

Sustainable Cities and Communities – Our work alongside local authorities, public and private sector clients allows us to construct and maintain Sustainable areas and communities.

Responsible Consumption and Production – We are continually assessing our environmental impact and aim to decarbonise our entire supply chain by 2035.

Climate Action – We have committed to becoming Net-Zero by 2035 and Zero Carbon by 2045. We have also agreed annual targets (which can be found [here](#)) to ensure our impact is minimised as soon as possible.

Life Below Water – We are committed to reducing our impact on the Natural Environment. Therefore, we actively take part in clean-up operations on or near our local bodies of water and look to increase biodiversity where possible.

Life on Land – We have an obligation to ensure we maintain the biodiversity in our local areas, we action this through different schemes and initiatives aimed at improving and increasing the biodiversity on/around our managed properties in line with the UK Environmental Act 2021.

- **Ensuring all advice and communication with Clients has an element of our commitment to delivering on ESG strategies.** Sanderson Weatherall works with and alongside its Clients to help them achieve their Sustainability objectives and goals. We also assist our Clients with data collection and the information required to receive or improve their Environmental Certifications (such as; BREEAM, GRESB and Fitwel).
- **Ensuring Full Transparency.** By sharing our ESG policy online and via our local intranet, we are ensuring our clients, employees and suppliers are up to date with Sanderson Weatherall's stance on ESG and the actions we are taking to play our part in the necessary decarbonisation of the Real Estate Sector.

- **Minimising the Environmental Impact of travel.** 100% of employee vehicles are within the HMRC recommended CO² threshold and we remain compliant with their regulations. Our car fleet is on a green trajectory, and we are constantly looking at new ways to turn our fleet 100% green. Sanderson Weatherall also offer the “Cycle-2-Work” scheme which 10% of the workforce currently utilise. Staff are also encouraged to use public transport where possible and we are actively looking at new ways to decarbonise our travel.
- **Minimising the Environmental Impact of our offices.** Sanderson Weatherall monitor printing usage on a monthly basis, the findings from this are relayed to employees to explain the impact printing has and to highlight the trends in the data that has been collected. We promote Environmental Responsibility throughout the business and all of our offices operate a certified ISO 14001 Environmental Management System.
- **Reduce, Re-use, Recycle.** Sanderson Weatherall are mindful of the impact day-to-day operations can have on the Planet, which is why we work with cleaning companies who use eco-friendly, biodegradable and phosphate-free cleaning materials that contain non-hazardous chemicals. We are also aiming to reduce our Office Consumables which is outlined in our Net-Zero plan.
- **Protecting the environment through energy usage.** Sanderson Weatherall understand the harmful impact the energy sector can have on the Environment which is why we choose our offices carefully. Our Head Office in Leeds is based in a BREEAM excellent building with an EPC Rating of A and is the first office building in the UK to use a Low Carbon Syngas (a biofuel) and Cogeneration through an energy system that uses CHP (Combined Heat & Power).
- **All employees are granted two CSR Days each financial year.** CSR Days can be taken at any point during the financial year (providing employees have been granted permission by their Line Manager) to take part in or host an activity that benefits the Environment or the Community.

We support and encourage our employees to help local community organisations and activities in our regions, particularly our employee-chosen charities. We are very proud that many of our employees take part in a wide range of volunteering activities across the country, including (but not exclusive to); litter picking, beach cleans, communal regeneration projects and the annual Sanderson Weatherall bike ride. All members of the firm are encouraged to participate in charitable fund-raising events, and, over the years, we have supported numerous charities with local, national, and international aims, objectives, and interests.

We regularly work with local schools, colleges, and universities to assist young people in choosing their future careers, being an advocate for our industry.

A summary of some of our community focused and/or charitable/fund raising activities can be viewed on the Sanderson Weatherall website.

- **The Responsibility of The Shareholders.** The Shareholders recognise and aim to fully meet their responsibilities and obligations to stakeholders - including their Clients, fellow Partners, Employees, Pensioners, and the Pension Fund Trustees, as well as the firm's suppliers and any trade creditors.

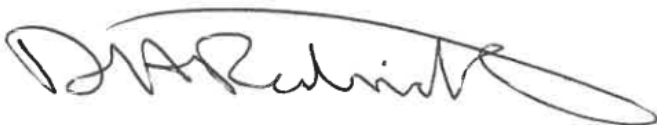
Any and all feedback that we receive from our stakeholders is welcome and taken seriously and, where possible, we aim to maintain open dialogue to ensure that we fulfil the requirements outlined within this policy.

We will continue to be open and honest in communicating our strategies, targets, performance, and governance to our key stakeholders in our continual commitment to sustainable development. The Executive Board are responsible for the implementation of this policy and will make the necessary resources available to realise our corporate responsibilities.

The responsibility for our performance on this policy rests with the Executive Board, ESG Department and all employees throughout the company.

This ESG Policy is a combination of three historic policies: The Sustainability Policy, Quality and Environmental Policy and Corporate Social Responsibility Policy. Merging these policies allows us to re-imagine Sanderson Weatherall's position on ESG matters and handle any issues that may arise in new, imaginative ways.

Sanderson Weatherall is committed to tackling issues surrounding ESG and will continue to do what it can to mitigate the impact of the Real Estate Sector on the Environment whilst supporting the Community and its Stakeholders.



David Rastrick
Chief Operating Officer

Reviewed: 06.11.2022