



ESG & SUSTAINABILITY STRATEGY

WE GO BEYOND.

newlands
developments

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Glossary

Social Value

'Going beyond' by doing good for Society and the Environment.

Net Zero

To achieve a state where greenhouse gas emissions that enter the atmosphere are reduced as much as possible, as well as balanced out by activities that remove equivalent amount of emissions from the atmosphere.

Carbon Footprint

The total of all the greenhouse gas (GHG) emissions caused by a business.

Scope 1 emissions

Emissions from operations that are owned or controlled by the business.

Scope 2 emissions

Emissions from the generation of purchased or acquired electricity, heating or cooling used by the business.

Scope 3 emissions

All indirect emissions (not included in scope 2) that occur in the value chain of the business, including both upstream and downstream emissions.

Climate adaptation

Adapt development projects to the risks posed by climate change.

Climate mitigation

Mitigate impacts through efforts to cut or prevent the emission of GHG – limiting the magnitude of future warming.

Value Chain

Refers to the upstream and downstream activities associated with the operations of the business, including the use of developments and the end-of-life treatment of buildings after occupier use.

SASB

Sustainable Accounting Standards Board.

Introduction from our Executive Team



The Industrial and Logistics sector plays a crucial role in supporting the UK's economy, including other key growth sectors, and is leading the way in the transition to net zero in line with the 2050 de-carbonisation pathway.

As large-scale developers, we have a responsibility to exceed expectations in respect of environmental, social and economic imperatives; whether that be for our clients, local stakeholders or for the communities surrounding our developments.

The **'We Go Beyond'** Framework outlined in this document demonstrates our commitment to ESG and providing high quality, critical infrastructure that facilitates the supply of goods to businesses and consumers. We will also continue to incorporate cutting edge sustainability credentials into our projects and embed our developments in the communities they serve through exemplary social value initiatives.



Our Purpose

'We Go Beyond' expectations by providing high quality, sustainable developments that unlock growth through infrastructure delivery. We do not shy away from complexity to create places that are innovative, sustainable and quality assured.



Our Vision

To lead the market in delivering high quality, critical infrastructure that facilitates the efficient and effective supply of goods to businesses and consumers.

Through sustainable credentials, and embedding our developments in the communities they serve, sits at the very heart of our company's ethos.

Our Values

Our values consist of four core principles; each provide the cultural foundation of who we are and how we operate.

Pioneering



We inspire our people to be bold and ambitious; to unlock complexity and exceed expectations. We use our extensive experience and knowledge to create a legacy of best-in-class sustainability and long-term value for communities.

Collaboration



We are dedicated to working closely with our stakeholders and suppliers within our industry to promote the industrial and logistics sector as a key enabler of growth for infrastructure, the economy, and communities.

Exemplary



We are a reputable and experienced team of industrial and logistics experts, committed to delivering high quality, innovative solutions. Through the spaces we develop to our robust corporate governance, 'We Go Beyond' to deliver environmental, social and economic benefits.

Leadership



At Newlands, we are dedicated to providing a supportive, collaborative and inclusive environment for our people to develop and thrive.

Our 'We Go Beyond' ESG Philosophy

'We Go Beyond' is our philosophy to integrate Social Value through our business operations; providing environmental, social and economic benefits for our stakeholders into the future. We are committed to:

- Delivering Prosperity for Local Communities
- Creating Healthy Sustainable Places
- Investing in our People

Our commitments are underpinned by targeted objectives and opportunities in line with the following five UN Sustainable Development Goals.



Our 'We Go Beyond' Strategic Model

"We Go Beyond" is central to how we work in delivering pioneering and sustainable developments.

Across our business operations and company values, we have embedded ESG principles aligned to set UN Sustainable Development Goals.

By doing so, we will contribute to and influence the transition to Net Zero throughout our developments and generate social value within local communities.



Our 'We Go Beyond' Policy

We are committed to promoting ESG throughout all business activities and processes to reduce or mitigate environmental, social and economic impacts.

We instigate robust governance and sustainability frameworks that add value to all our stakeholders.

ENVIRONMENT

Through our Base Build Specification we design low carbon, energy efficient spaces using innovative solutions and responsible procurement to reduce environmental impact and carbon emissions throughout the projects lifecycle.

Exceed policy requirements through transparency and disclosure of pathway to Net Zero carbon buildings. Collaborate with the Better Building Partnership to outline our trajectory of achieving net zero carbon and biodiversity net gains within all new development sites. Focus on fabric first principles, reducing energy demand and improved energy efficiency to cover whole building performance.

SOCIAL

We develop and incorporate Wellbeing principles within all developments through set expectations; creating spaces with the users in mind, to deliver social return on investment and align with stakeholder ESG requirements.

Deliver economic and social prosperity for local communities through education, employment and skills plan commitments, infrastructure expansion & the support of grass root, charitable causes.

Continue to invest in our People, creating opportunities for development to support personal growth.

GOVERNANCE

Strict compliance to any applicable local legislation in relation to ESG and Sustainability.

Achieve sustainable growth and performance through clear, responsible and ethical corporate governance including an open dialogue with all stakeholders

SUSTAINABILITY

Commit to supporting the UN Sustainable Development Goals and shadow UNGC principles (Human Rights, Labour, Environment and Anti-Corruption). Align with the UKGBC Advancing Net Zero program, BPF NetZero climate action pledge and the Better Buildings Partnership climate commitment.

How we align with UN Sustainable Development Goals

We have recognised opportunities to contribute to targeted and relevant industry-recognised frameworks; including the UN Sustainable Development Goals (SDG's), GRI (305-1), CDP (C6, C7), BSI PAS2060 and GHG Protocol.

These opportunities are integrated within how we operate and how we develop our projects, to generate additional value for our clients, stakeholders and communities.

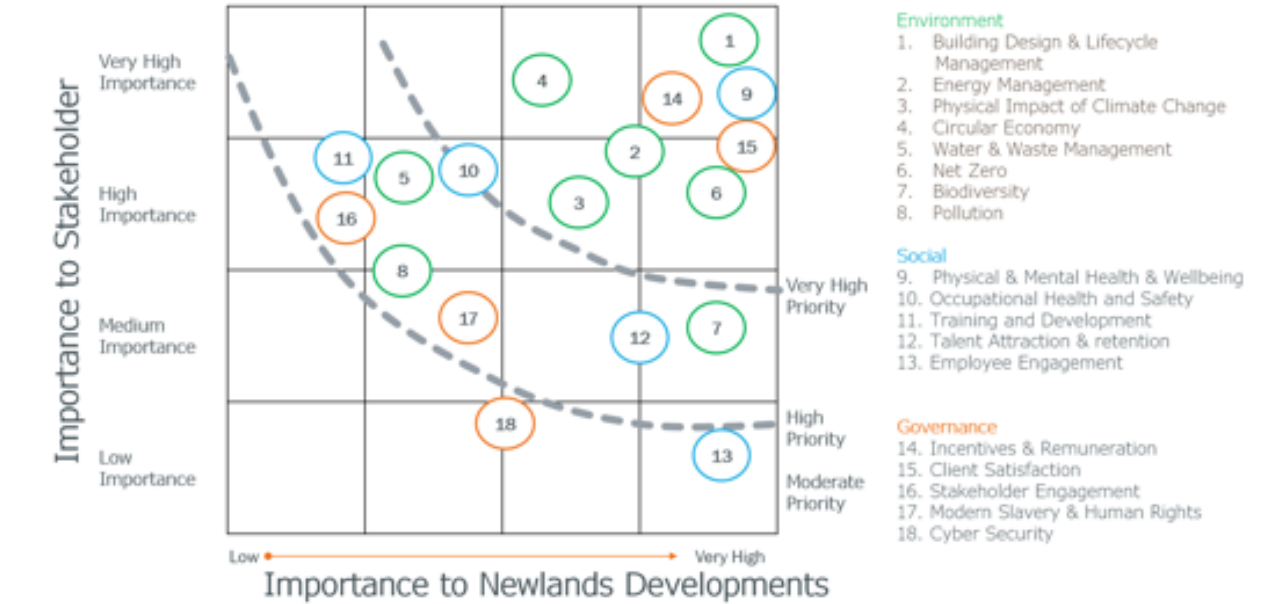
	SDG Goal	Contribution	Opportunities
	SDG 8 Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	Work with contractors and occupiers to develop buildings that enhance productivity and regenerate local communities through positive economic and social impact.	<ul style="list-style-type: none"> Collaborate with contractors, occupiers, planning teams and stakeholders. Through base build specifications include checklist of environmental & social value expectations targeted to provide maximum social ROI. Promote and encourage diverse and inclusive employment within each project, including focused local opportunities and development. Offer Employment and Skills plans as part of planning to align with Section 106 requirements.
	SDG 9 Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation	Build to support the UK's levelling up agenda, developing low carbon, energy efficient buildings and accessible highways infrastructure for occupiers and surrounding communities.	<ul style="list-style-type: none"> Collaborate with contractors, occupiers, planning teams and stakeholders. Through base build specifications include standards checklist for environmental and wellbeing factors expected to be included within each development. Focus on BREEAM 'Excellent' certification, WELL Building Principles and CRREM analysis where required.
	SDG 11 Make cities and human settlements inclusive, safe, resilient and sustainable	Low carbon and sustainable buildings are the platform of sustainable communities.	<ul style="list-style-type: none"> Collaborate with Industry leaders to promote the benefits of logistics. Develop land, buildings and integrated infrastructure to be resilient to climate change, through mitigation, adaptation and sustainable material choices.
	SDG 12 Ensure sustainable consumption and production patterns	Low carbon and sustainable buildings loop materials to minimise residual waste.	<ul style="list-style-type: none"> Collaborate with supply chain, contractors and end users to promote and encourage ethical, sustainable practices and responsible consumption through base build specification, the Newlands Sustainable Procurement policy & reporting cycles.
	SDG 13 Take urgent action to combat climate change and its impacts	Low carbon, sustainable buildings and materials produce fewer emissions helping to combat climate change and advance Net Zero.	<ul style="list-style-type: none"> Take steps to measure, reduce and report climate exposure. Create baseline report and progress actions to confront climate change, continuing to increase the level of transparency and consistency of reporting across the industry sector. Sign up to the BPF Net Zero pledge & BBP Net Zero carbon pathway to show industrial alignment and commitment in contribution to change. Ensure high quality specifications with low carbon solutions to target NetZero. Reduce embodied and operational carbon emissions across sites, with a focus to scope 3 emissions.



Our Materiality Matrix

Through a range of consultation mechanisms involving internal and external stakeholders representing employees, contractors, suppliers and partners, we have identified the sustainability issues that are most material to Newlands. Through our analysis, we have further plotted these issues according to how concerned stakeholders are about the issue, and the potential operational or reputational impact the issue would have on Newlands if not appropriately managed.

We have also conducted and integrated an internal review of risk and sustainability megatrends to provide a broad spectrum of ESG opportunities and risks.



Identification of potential material topics aligned with the Sustainable Accounting Standards Board (SASB).

The four areas of risk for Newlands Developments aligned with the SASB materiality include:

- Building Design & Lifecycle Management
- Energy Management
- Water & Wastewater Management
- Physical Impacts of Climate Change

High level mapping of potential impacts to the business:

Environment - Building Design & Lifecycle Management, Energy Management, Physical Impact of Climate Change, Circular Economy, Water & Waste Management, Net Zero, Biodiversity, Pollution

Social - Physical & Mental Health & Wellbeing, Occupational Health and Safety, Training and Development, Talent Attraction & retention, Employee Engagement

Governance - Incentives & Remuneration, Client Satisfaction, Stakeholder Engagement, Modern Slavery & Human Rights

Top of the agenda is Physical & Mental Health and Wellbeing, Building Design & Lifecycle Management and Incentives & Remuneration.

OUR 'WE GO BEYOND' APPROACH

We Deliver Prosperity for Local Communities

In 2022, we contributed to:



Over 149,431 m² of development delivered across the UK



4,406 People employed within the construction of our developments

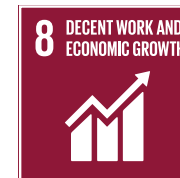


100% of our people have access to wellbeing services



84% of our developments achieved Net Zero Embodied Carbon

We are dedicated to embedding our developments in the communities they serve; setting the standards with those we work with to promote and encourage diverse and inclusive employment within each project, including focused local opportunities, development, education and skills plans.



UN SDG 8: By working with contractors and occupiers to develop buildings that enhance productivity and regenerate local communities through positive economic and social impact.



UN SDG 9: By building low carbon, energy efficient buildings and accessible highways we promote sustainable and inclusive infrastructure for occupiers and surrounding communities.



Case Study

As a Local Social Enterprise, every piece of work on which Newlands Developments and their supply chain engages Nuneaton Signs, allows us to continue to employ and train people with disabilities, long term illness and special educational needs.

Visits from the company senior team and opportunities for our people to gain further experience, have been of benefit to both and have established a way in which Newlands can use their operations to stimulate additional social good.



Tim Landreth
Business Development Manager



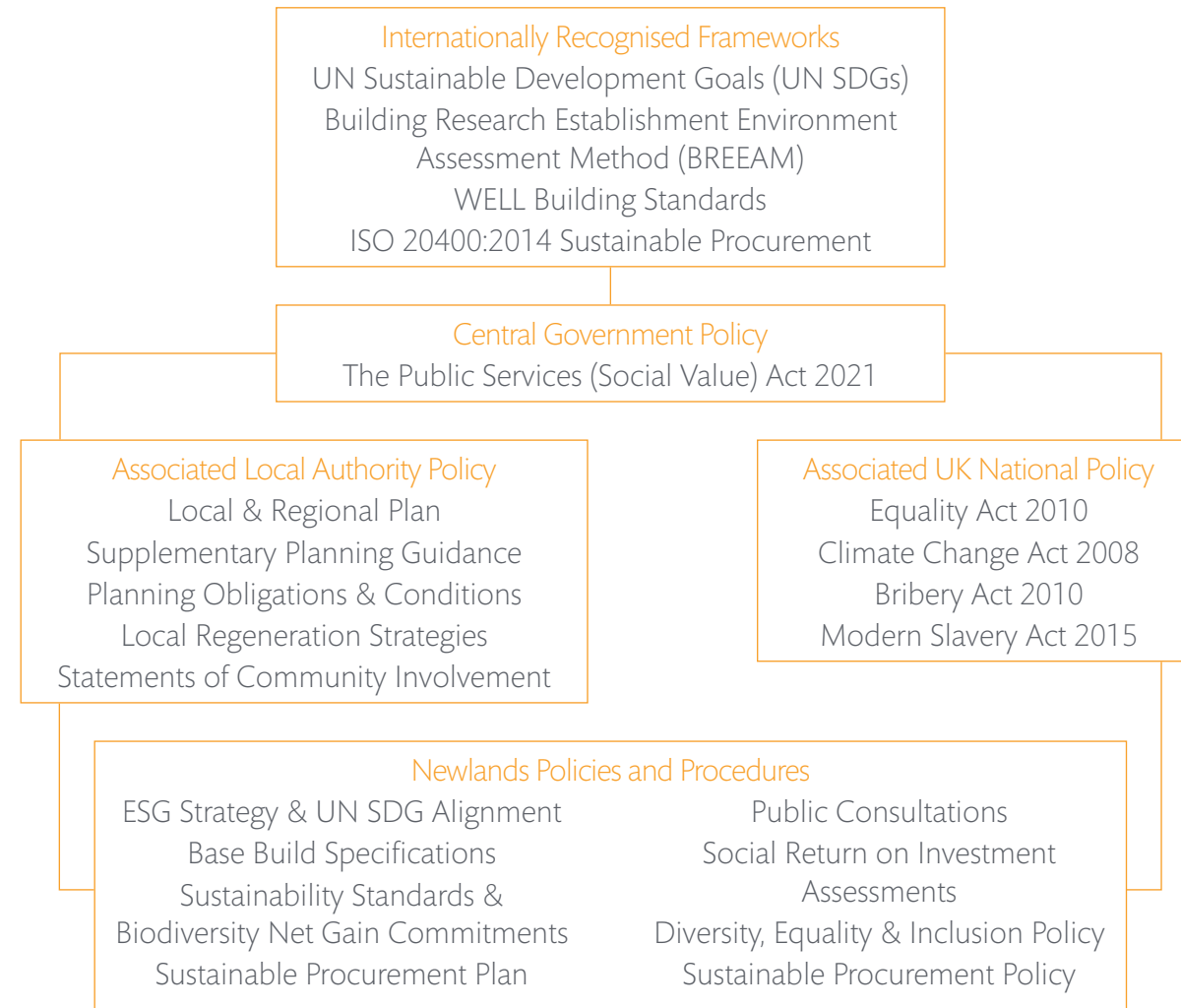
We Deliver Prosperity for Local Communities

The UK Green Building Council defines social value as 'being created when buildings, places and infrastructure support environmental, social, and economic wellbeing, and in doing so improve the quality of life of people'.

Through our 'We Go Beyond' Strategy, we are committed to creating places that are future proofed against environmental risk and enhance socio-economic wellbeing.

Our commitments and approach are aligned to national, international and industry recognised frameworks. We integrate these steps into how we work and how we measure our impact to demonstrate best practice.

Meeting Compliance Requirements



We Create Healthy, Sustainable Places

Our Corporate Approach to Net Zero

We are a member of Planet Mark and a signatory to the BPF Net Zero Pledge.

We are committed to analysing our carbon footprint throughout our business operations and integrating plans to minimise our impact and reduce our emissions by a minimum 5% year on year, in line with the NZC decarbonization pathway.

We will monitor our performance on a quarterly basis to ensure we continue to act as a responsible business.

We Create Healthy, Sustainable Places

Our Approach to Sustainability across our Developments

Sustainability, Health and Wellbeing are a key focus in how we design and build our places. We pioneer low carbon, energy efficient solutions that are innovative, future-proofed and incorporate wellbeing principles delivered with the end user in mind.



UN SDG 11: Through the development of Low carbon and sustainable buildings and places that are inclusive, safe, and resilient.



UN SDG 12: By creating low carbon and sustainable buildings with loop materials to minimise residual waste.



UN SDG 13: By developing low carbon buildings and using materials that produce fewer emissions and help to combat climate change and advance Net Zero.



Base Build Specifications



Minimum BREEAM 'Excellent' Rating



Minimum EPC Rating 'A'



Carbon Net Zero in Operation, in line with UKGBC Net Zero Carbon Buildings Framework



Embodied carbon target <math><400\text{kgCO}_2/\text{m}^2</math>



At least 10% Biodiversity Net Gain achieved through enhanced ecology, habitat creation and amenity spaces for local wildlife and communities



PV ready roofs



12% roof lights for natural light



95% of our waste diverted from landfill during construction



Smart metering



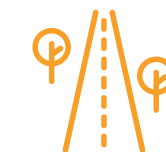
EV charging spaces and infrastructure for the future



Designed and constructed in line with WELL Building Standards principles



Unlocking Local opportunities, including employment and skills plans and supply chain prospects



Retained and improved right of way to improve local connectivity



Dedicated cycle and pedestrian routes across the site to connect public transport infrastructure



On site community areas

We Invest in our People

We are dedicated to supporting the wellbeing of our people, providing an inclusive environment where they can feel valued and are given the tools and opportunities to prosper.



UN SDG 8: By promoting inclusive and sustainable economic growth, full and productive employment and decent work for all

OUR 'WE GO BEYOND' COMMITMENTS

Our 'We Go Beyond' Commitments

Environmental

Our Commitments	Our Targets	Materiality	Our Values	UN SDG	Baseline	2023	2024	2025
All new developments from 2024 to achieve the target of <400kgCO ₂ /m ² as per the UKGBC Advancing Net Zero framework	<400kgCO ₂ /m ² By 2024	VH (1-8)	P,C,E	9,11,12,13	2022 84%	-	-	-
Develop a company strategy to reduce or mitigate our GHG Scope 1 & 2 emissions by 5% annually through Planet Mark	By 2024	H (1,2,3,6,8)	E	13	2023	-	-	-
EPC Rating A+ for regulated energy to be achieved across all new developments as a minimum from 2024	By 2024	VH (1,2,6)	E	9,11,12,13	2023			
Construction waste to be diverted from landfill (target zero to landfill excluding special waste)	95% by 2023	H (4,5,8)	P,C,E	9,11,12,13	2023	-	-	-
All new developments to exceed 10% minimum Biodiversity Net Gain through enhanced ecology, creation of habitats and amenity spaces for local wildlife and communities	10% BNG Minimum by 2024	H (1,7)	P,C,E	9,11,13	2023			
Target through our base build specification for materials to be sourced locally within a 30 mile radius and from suppliers who are aligned to our sustainable procurement policy	By 2023	H (1,3,4)	P,E	9,11,12,13	2022			

Materiality VH: Very High Importance H: High Importance 1: Building Design & Lifecycle Management 2: Energy Management 3: Physical Impact of Climate Change	4: Circular Economy 5: Waste & Water Management 6: Net Zero 7: Biodiversity 8: Pollution	Values P- Pioneering C - Collaboration E - Exemplary L - Leadership	UN SDG 8: Decent Work & Economic Growth 9. Industry, Innovation & Infrastructure 11: Sustainable Cities & Communities 12: Responsible Consumption & Production 13: Climate Action
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Our 'We Go Beyond' Commitments

Social

Our Commitments	Our Targets	Materiality	Our Values	UN SDG	Baseline	2023	2024	2025
All new developments from 2023 to be designed and constructed in line with WELL Building principles to promote and embed wellness initiatives across each site	100% By 2023	VH (9,10)	P,C,E	8, 9,11,12,13	2022	-	-	-
All new developments to provide employment and skills plans as part of planning	100% By 2023	HM (11,12)	P,E	8	2023	-	-	-
Complete an annual Employee Survey to assess Employee Satisfaction and Engagement	By 2023	M (13)	L	8	2023			
Number of local direct employees hired through construction within 50 miles of each project	TBC	H- (13)	P,C,E	8	2023	-	-	-
Number of Apprenticeships hired through construction of each project	TBC	H (11)	P,C,E	8	2023			
Enhance local value by subcontracting opportunities to local businesses through "meet the supplier" events during the construction phase.	By 2023	H (16)	C,E,L	8,11,12,13	2023			

Materiality VH: Very High Importance H: High Importance M: Moderate 9: Physical & Mental Health & Safety 10: Occupational Health & Safety	11: Training & Development 12: Talent Attraction & Retention 13. Employee Engagement	Values P- Pioneering C - Collaboration E - Exemplary L - Leadership	UN SDG 8: Decent Work & Economic Growth 9. Industry, Innovation & Infrastructure 11: Sustainable Cities & Communities 12: Responsible Consumption & Production 13: Climate Action
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Our 'We Go Beyond' Commitments

Governance

Our Commitments	Our Targets	Materiality	Our Values	UN SDG	Baseline	2023	2024	2025
Create and complete an annual Stakeholder Satisfaction Survey	By Q3 2023	VH (15, 16)	P,C,E,L	8,9,11,12,13	2023	-	-	-
Supply chain to include Social Enterprise Partnerships	10% of total spend on package	H (16,17)	P,C,E	8	2022	-	-	-
Career growth and aspirations of all our people to be supported through annual appraisal and remuneration reviews	By Q3 2023 100% of Employees Appraisals completed	VH (14)	P,L	8	2023	-	-	-
Supplier code of conduct in place including ethics and sustainability factors with training provided to all employees and reviewed on an annual basis	By Q4 2023 100% of employees Trained	H (16,17)	P,C,E	8,11,12	2023			
Introduce an ESG Committee to report to directors quarterly on risks and opportunities related to ESG & Sustainability	By Q4 2023 3 meetings	H (16)	P,E	8,9,11,12,13	2023			
Anti-Corruption & Bribery policy in place with training provided to all employees and reviewed on an annual basis	By Q4 2023 100% of employees Trained	H (15,17)	E,L	11,12	2023			

Materiality

VH: Very High Importance
H: High Importance
M: Moderate
14: Incentives & Remuneration

15: Client Satisfaction
16: Stakeholder Engagement
17: Modern Slavery & Human Rights
18: Cyber Security

Values

P- Pioneering
C - Collaboration
E - Exemplary
L - Leadership

UN SDG

8: Decent Work & Economic Growth
9. Industry, Innovation & Infrastructure
11: Sustainable Cities & Communities
12: Responsible Consumption & Production
13: Climate Action

Our Sustainability Roadmap



Next Steps

Our approach and commitment to ESG and Sustainability is integrated through our company objectives, activities and is supported at all levels within our business.

Through our Internal ESG Committee, we will monitor and review on a quarterly basis our progress and performance against targeted commitments, sharing knowledge and discussing best practice. A summary report will be presented to the Newlands Developments Directors following each committee meeting.

Annual performance will be measured and benchmarked to ensure progress is being made against each performance indicator.



ESG & SUSTAINABILITY STRATEGY
WE GO BEYOND.

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