

March 2022

Dear Stakeholders,

Our values are at the centre of who we are and how we operate. Our environmental, social and governance approach shows how we live and breathe our values each day.

As both a Real Estate investment and development group specializing in social care and housing, we have a unique and exciting opportunity to create value across all our relationships. We are embedding environmental and social responsibility at each stage of creating exceptional, sustainable homes for our residents.

### Our Environmental commitments:

- We will maximise the energy efficiency of our homes, aiming for a minimum of EPC B ratings in all our new and renovated building projects, and have already achieved 100% at minimum EPC C rating. These efficiencies are not only good for the environment, but help to tackle the fuel poverty facing so many of our residents, and ultimately reduces costs for the local councils, housing associations and our other key partners.
- In line with the World Building Council Health and Wellbeing framework, we aim to achieve net zero operational carbon emissions in all new buildings by 2030 and net zero embodied carbon in all new buildings by 2050.
- We will support our partners, including housing associations and suppliers, in achieving their own environmental targets, for example by aligning with the Sustainability Reporting Standard for social housing
- We will integrate biodiversity into all buildings, such as sensory gardens, so that residents have access to nature in the indoor and outdoor environments

### Social commitments:

- We will establish a community fund to support projects in the communities where we are working, providing both financial and non-financial support and expertise, and based on the needs identified by the communities themselves.
- We will provide a supportive and inclusive environment for our employees, including flexible working hours, 5 paid volunteering days per year, a comprehensive wellbeing strategy and a competitive wellness package.
- We will boost local employment in all the communities (within 25 miles) where we engage by prioritising:
  - the purchase of goods and services from local businesses
  - a proportion of all employment on construction projects from the local community
  - a proportion of ongoing employment, including maintenance staff, from the local community

### Social commitments (cont.):

- We will continue to build strong partnerships with our suppliers, with a focus on local and sustainable supply chains. We will support suppliers with sustainability training, for example through the Supply Chain Sustainability School and Heart of the City courses, and through a comprehensive and supportive Supply Chain Charter
- We commit to being a Living Wage and Living Hours employer, and will support the suppliers we work with to also pay the Living Wage
- We register each of our building projects with the Considerate Constructors Scheme
- Our building designs are inclusive and bespoke, in order to promote mental health, encourage social connections in shared spaces, ensure accessibility and support healthy lifestyles for our residents. Buildings are designed according to the needs and priorities of the residents.

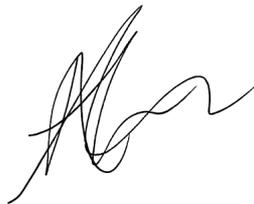
### Governance

- Our Board is responsible for approval of our ESG strategy, targets and milestones
- We will aim for 50% gender diversity at Director and senior management level within Grosvenor Hill. As our team grows, we will put in place targets for other characteristics of diversity, equity and inclusion.
- We commit to linking our executive remuneration to meeting specific annual ESG milestones

Yours sincerely,



Dion Michael  
Director



Abel Leaman  
Director