
















ESG TARGETS

UN Sustainable Development Goal	Initiative	Goal	Progress
13 CLIMATE ACTION 	Energy Consumption	20% reduction in like-for-like energy consumption intensity by 2025 using 2018 as a baseline year	IN PROGRESS  18.9% reduction from baseline
6 CLEAN WATER AND SANITATION 	Water Consumption	20% reduction in like-for-like water consumption intensity by 2025 using 2018 as a baseline year	ACHIEVED!  25% reduction from baseline
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Non-recyclable Waste	50% decrease in like-for-like non-recyclable waste intensity by 2025 using 2018 as a baseline year	IN PROGRESS  28% decrease from baseline
7 AFFORDABLE AND CLEAN ENERGY 	Renewable Energy Generation	100% increase in renewable energy generation across the portfolio by 2025 using 2018 as a baseline	ACHIEVED!  116% increase over baseline
13 CLIMATE ACTION 	GhG Emissions (Scope 1 & 2)	26% reduction in like-for-like GhG Emissions by 2025 using 2019 as a baseline.*	IN PROGRESS  24.56% reduction from baseline

*GhG emissions target is based on SBTi 1.5C scenario criteria. The company has not submitted a target for validation as of the date of this report.

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3 GOOD HEALTH AND WELL-BEING 	Employee Health & Wellness	Maintain Health and Wellness Benefits above peer average	ONGOING
5 GENDER EQUALITY 	Gender Diversity & Inclusion	Employee Gender Balance with over 20% of senior leadership identifying as women	ACHIEVED!
4 QUALITY EDUCATION 	Learning & Development Opportunities	Create opportunities internally and externally for employees to gain additional education	ONGOING Robust internal L&D programming is available
8 DECENT WORK AND ECONOMIC GROWTH 	Employee Satisfaction	Maintain over 80% Employee Satisfaction Rating	IN PROGRESS 79% Satisfaction Score
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	Diversity, Equity, and Inclusion	Improve reporting on Diversity, Equity, and Inclusion metrics for ethnicity, nationality, sexual orientation, gender identification, age, veteran status, religion, physical ability and gender	ONGOING