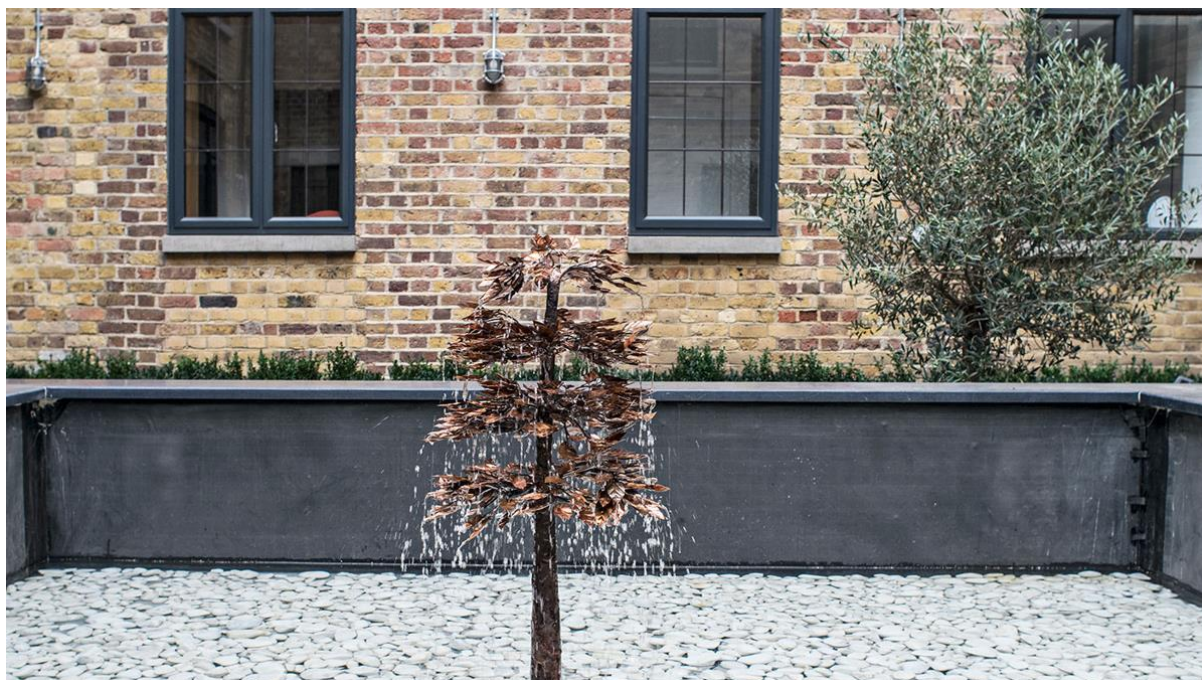


Westhill's Environmental, Social and Governance Statement 2022



Westhill development "Chevron", London SE1: repurposing existing office into high quality homes

Westhill is responsible for **hundreds of millions of pounds** of investment in property development and management. The impact of our decisions and actions on the environment and on society are thus significant and long term. We therefore take those responsibilities very seriously.

"Westhill's commitment to improving environmental and social outcomes and to good governance runs through all our work and informs our investment and development strategies".

In handling these responsibilities, we recognise we need to consider the interests and concerns of all our stakeholders, including investors, customers, staff, and the wider community.

We ensure we operate in a **safe, accountable, and transparent** way. Westhill has long been and remains committed to the highest standards in good governance. We recognise the importance of open engagement with, and learning from, our stakeholders and those we work with, and strive to learn and continuously improve from that engagement.

We look to benchmark with others and learn from and contribute to best practice.

To ensure we deliver on and be an exemplar of that best practice within ESG, we have in place robust policies, procedures, and systems that we regularly review. We **invest in training** our staff to ensure compliance and **record and measure** results so we can use this information to continue to improve.

The Context



Grenfell Fire



Fires in Greece 2021

The appalling tragedy at Grenfell and the increasing evidence of accelerating climate change is galvanising the property industry to improve the outcomes from its investment and asset management decisions.

As the world builds back from the Covid-19 pandemic, it is essential that this is done in ways that are safe, sustainable, cost effective and that promote healthy communities.

Increasingly private and institutional investment is looking to demonstrate the positive impact that investment makes. To successfully attract this investment, property companies need to be able to demonstrate how they are really delivering on the ESG agenda.

Westhill's Professionalism and Best Practice

Westhill has an overriding concern for the quality and safety of our developments. This is a core commitment driving all aspects of our business. We also consider the impact that the procurement, development and running of our homes and buildings has on the environment and on how we contribute positively to the places in which they are located. We are proud of what we have delivered to date and are determined to continue to build from our strong and positive reputation.

Westhill's commitment to its social responsibilities is demonstrated by how we work positively with our staff, our contractors, consultants and with our residents and tenants to deliver excellence, ensure health and safety, and contribute to thriving and sustainable communities. This is also reflected in the investment in our staff, our commitment to welcoming and celebrating diversity, and in our charitable work and investments.

Overseeing our environmental commitments and social responsibilities is a robust and transparent governance structure that ensures probity and accountability and effectively manages risk.

A High Level of Integrity

Beyond the world of property, we also strive to create a positive impact on the world around us.

Westhill is involved in various programmes that look to build a brighter future, including partnerships with charities that help to improve living standards across the globe, and sustainability schemes that seek to protect and maintain our environment for generations to come.

The Westhill team brings enormous experience and knowledge in these areas having worked extensively within the highly regulated local authority and “voluntary 3rd sectors” as well as in the private market across international boundaries.



Westhill office redevelopment development 'Trajan House' for The Centre for Effective Altruism/Oxford University. Interior design by Forrestfield

Westhill's Environmental Framework



Westhill bathroom design with sustainable bamboo detail and water saving technology

1. Our Development Aims

- Westhill goes above and beyond current building regulations and other statutory requirements, endeavouring to implement best practice in long term sustainability in all its developments
- Westhill carries out full lifecycle costing on new development projects looking at where best overall carbon savings can be made
- Westhill endeavours to build energy-efficient homes and considers cost in use for residents, buildings managers and owners, making sure they are affordable, environmentally friendly and work to reduce their carbon footprints
- All UK homes currently meet at least EPC (EPBD) bands of C or above. In Ireland, the minimum energy rating of the houses Westhill has constructed is A3. A-rated properties are those that are the most energy efficient and have the lowest energy bills. Westhill's future developments in Ireland will be designed and built in accordance with Nearly Zero Energy Building (NZEB) standards. Nearly Zero Energy Buildings are very high energy performance with the energy required provided by renewable sources, often produced on-site or nearby.

- Westhill's commercial properties are designed and constructed in accordance with LEED Gold standards. Leadership in Energy and Environmental Design (LEED) provides a framework for healthy, highly efficient, and cost-saving green buildings. LEED certification is a globally recognized symbol of sustainability achievement and leadership.
- Westhill ensures it uses energy efficient building materials and energy sources as well as recycled or low carbon materials wherever possible on all its projects.
- Westhill is committed to reducing new build construction waste at all points along the project timeline, implementing appropriate waste management practices that seek to reduce, reuse, and recycle before disposal to landfill
- Westhill's schemes are designed with health and wellbeing in mind. We strive to include as much green and open space in our developments as possible, to add to the natural environment and help improve the physical and mental wellbeing of residents
- Westhill seeks to develop on existing brownfield locations and reduce the impact of its developments on the existing environment
- Westhill has built strong relationships with trusted contractors, suppliers and partners who also share a commitment to sustainability and are equally environmentally conscious
- Westhill encourages low carbon travel in its developments through the incorporation of features such as cycle storage and electric vehicle charging points
- Westhill seeks to protect and enhance biodiversity within its schemes where possible through the implementation of features such as bat and bird boxes, parkland, green corridors and space, and green roofs among others.
- Westhill endeavours to reduce its consumption of water and natural resources during the development of its schemes

- Westhill seeks to source timber from certified, sustainable sources accredited by the Forest Stewardship Council
- Westhill avoids the use of hazardous materials that can have a negative impact on the environment and human health
- Westhill aims to negate any risk to air, water, or land pollution/contamination during the development of its projects
- Westhill encourages sustainable design and construction on all new developments

2. Westhill's Carbon Footprint

- Westhill regularly reviews its travel requirements and attempts to reduce air and car travel, avoiding unnecessary journeys and offsetting trips where possible to positively impact on our carbon emissions
- Westhill recycles as much of its office waste as possible, currently achieving a recycling rate of 64% which we are working to improve further
- Westhill encourages its staff to consider environmentally friendly ways to commute to the office, offering a Cycle to Work scheme and encouraging walking to work and meetings where possible
- Westhill consistently looks at where it can reduce its energy consumption and carbon emissions in its office and travel activities

3. Additional Initiatives and Investments

- Westhill ensures that all businesses that we invest in or initiatives that we undertake echo our environmental and sustainable commitments
- Westhill does not invest in nor work with businesses or people that are known to be damaging the environment or do not reflect our same high standards of sustainability



Westhill's social impact framework

Westhill acknowledges that it is a business with far reaching influence on a lot of people's lives, both as a place maker and as an employer. Westhill looks to invest financially into local communities and seeks to make a positive social impact.

This means working with residents, local authorities, and other stakeholders to create places that enhance the quality of life, improve connectivity and social cohesion, and minimise disruption during construction.

It means creating quality, durable, and affordable homes, offices and other property that meet local needs for many decades to come. It means working with other professionals that share similar values and treating them with respect.

This also means investing in our staff and in their wellbeing, fostering an equitable, fair, and transparent work culture that delivers optimal results for both our customers and staff.

Westhill monitors progress against a range of quantitative and qualitative measures and uses these measurements to learn and improve.

Our Stakeholders

Our investors

Duty of Care – caring for our investors is paramount to Westhill. This is achieved by following strict data protection policies, aligning interests, and avoiding conflict of interests, following rigorous due diligence procedures, managing risks, and only promoting projects that we deem to be both profitable and responsible investments.

Source of Funds – Westhill works with investors who can demonstrate appropriate sources of funds.

Our customers

Sales - our customers include those that have purchased homes or housing services from us. It is important that they are shown good customer service on every step of the journey, from first viewing to post-occupancy. For this reason, it is important that we make sure that our selling agents (if selling) or operations team (if building to rent) are involved from the design stage. This ensures that the fabric of the building is designed with its use in mind, improving building and operational efficiency. We vet our agents and cultivate a strong relationship with them so that there is mutual trust and confidence in their integrity.

Brand - It is also important that our brand consultants are involved from an early stage so that the user experience is consistent with the branding message. As our developments all also fall under the Westhill umbrella brand, it is important that our core values of integrity, transparency and responsibility are all reflected in the product and the customer experience.

Snagging - procedures are highlighted to the buyers ahead of completion to ensure that any snagging issues may be dealt with in a timely fashion.

Aftercare - post-occupancy surveys are undertaken so that we can review what could have been done better. This feedback is recoded into actionable strategies which are then implemented on our next developments. Westhill makes sure that it or its agents are available to provide advice and information regarding the ongoing use and maintenance of the property long after the sale has completed.

Complaints procedure – Westhill is currently revising its complaints procedure which will enable the public to make complaints and ensure that they are dealt with in a timely, sensitive, and equitable manner.

Local residents and the wider community

Assessing impacts on the local community – Westhill will always consider the potential negative impacts of a development when appraising projects, discarding those opportunities which do not meet our strict criteria. Westhill's preference is to redevelop redundant or obsolete brownfield sites which improves the amenity for those around. On more sensitive developments, Westhill holds community consultations (as was the case on the Botanic Road development in Dublin) or uses other data gathering techniques to assess the impact on the community and seeks to mitigate concerns through the design process. Appropriate hours of working and adherence to construction management statements are enforced on all our sites.

Our team

Beyond our own staff, which are considered in detail below, Westhill looks to Ethos Match – working with investors, consultants, contractors, and suppliers who have similar demonstrable policies regarding corporate social responsibility. This is another way of championing our social and environmental ambitions.

Paying consultants on time – Westhill recognises that every business' cash flow requirements are different and has a 14-day payment policy. This also shows our suppliers that we value their work.

Placemaking

Westhill seeks to produce schemes that promote connection and cohesion between occupiers, local residents and businesses.

Healthy environments – our schemes provide more than the minimum requirement of amenity space, catering to a range of different needs and abilities. On our larger schemes this includes exercise facilities, areas for working, socialising, and relaxing across indoor and outdoor spaces, providing access to fresh air.

Excellence of design – Westhill takes pride in its developments and seeks to not only produce efficient, safe, and comfortable spaces to inhabit but also pushes for outstanding aesthetic design. This improves the existing built environment as well as the building itself, adding value to the community and the property. For example, in our office to residential development in Bermondsey, Chevron Apartments, Westhill appointed renowned architects CZWG to champion and enhance existing building features.

Secured by Design – our schemes promote safety and security for owners, occupiers, and members of the public.

Sustainable design – Westhill seeks to champion sustainable design and technologies, providing future-proofed, energy efficient, low cost in use and durable properties that will stand the test of time.

Affordability - Westhill established a new for-profit Housing Association (Registered Provider) that has attracted millions of new private investments into the provision of over one hundred new build affordable homes for former service personnel and health and emergency response staff in the last 3 years. David Palmer was a non-executive director and the first chair of this Housing Association.

Diversity - Westhill looks to promote healthy communities that celebrate and benefit from the diversity of the individuals that make up such communities.

Supply chain management - Westhill is currently updating our Procurement Policy and Procedure so that it continues to meet best practice standards in balancing cost efficiency with ensuring that materials are from sustainable and ethical sources.

Our Staff

The Westhill team brings not only tremendous and relevant experience, expertise, knowledge, and professionalism to our work but also is drawn from a rich diversity of backgrounds. This contributes to our success as a business and makes Westhill an enjoyable and inclusive place to work. Westhill invests heavily in the wellbeing and development of our staff.

a. Professional Development

- i. External training – Westhill believes that to develop the business and achieve its outcomes, it is important to develop its staff. Westhill has fully sponsored two staff members through RICS accredited master's degrees in real estate development and another staff member in an ACCA accredited bachelor's degree accounting qualification in the last 5 years. Staff are also trained in the use of Microsoft Office applications as well as Health and Safety, First Aid, Data Protection and Fire Safety to protect and enhance wellbeing in the workplace and in the field. Staff training needs are constantly reviewed and opportunities to “up-skill” are offered where we feel that this will enhance an individual's career progression.
- ii. Internal training – Westhill believes that it is important that the knowledge and experience of its senior management and executive team be passed on to the more junior members of the team. To this end, Westhill encourages exposure to all aspects of the development process through active participation and shadowing as well as by providing workshops and training days.
- iii. Study leave – Westhill acknowledges the challenges of striking a “work-life” balance whilst also trying to study or keep in touch with changing markets and regulatory frameworks. Westhill offers generous study leave to support academic and continuing professional development commitments.
- iv. Work experience – over the last 5 years Westhill has provided paid work experience for five temporary staff members. This has not only given them financial support, often in between university terms, but has also given them a taste of working in a corporate environment and left them with skills and experience that will benefit them in their future careers. Four of these were from BAME backgrounds. Westhill has also pledged to take on an apprentice in the government's Kickstart Scheme.
- v. Mentoring – each staff member is given a mentor and is encouraged to engage on a 1:1 basis to discuss their career development as well as any other concerns in and out of the workplace.

b. Wellbeing

- vi. Human Resources – Westhill appointed an external human resources consultant to give staff the opportunity to feedback any needs or concerns through independent eyes, as well as a benchmarking exercise on salaries. Westhill listened to this and as a result the annual leave allowance was increased by five days.
- vii. Flexible working – Westhill acknowledges the modern challenges of childcare against the traditional office working model and seeks to work around the various needs of its staff.
- viii. Keeping fit and healthy – Westhill acknowledges that a healthy workforce benefits both the staff and the business. Westhill encourages staff to engage in exercise by offering a cycle to work scheme and by walking to work where possible (which also reduces the business's carbon footprint). Staff are also encouraged to leave their desks at lunch times to spend time walking outdoors in the fresh air.
- ix. Keeping well during the COVID-19 crisis – Westhill issued FFP2 grade masks to all its staff as well as provided hand gels etc, particularly when these were hard to obtain. When reintegrating into the office, Westhill were sensitive to staff's anxieties, prioritising safe ways of commuting. Whilst working from home, staff were encouraged to create sustainable working environments and ensure that they were taking the same time outdoors and away from their desk as they would in the office. Staff were also supplied with resources to help manage mental wellbeing whilst living and working in isolation.
- x. Social – staff are encouraged to socialise outside of the office environment. Opportunities are also provided for socialising and team building on staff lunches, annual away days, and monthly group activities (such as crazy golf).
- xi. Equal Opportunities Policy - Westhill is committed to being a successful, caring, and welcoming place for all employees. We

want to create a supportive and inclusive environment where our employees can reach their full potential, without prejudice and discrimination. We are committed to a culture where respect and understanding is fostered, and the diversity of people's backgrounds and circumstances will be positively valued.

c. Diversity

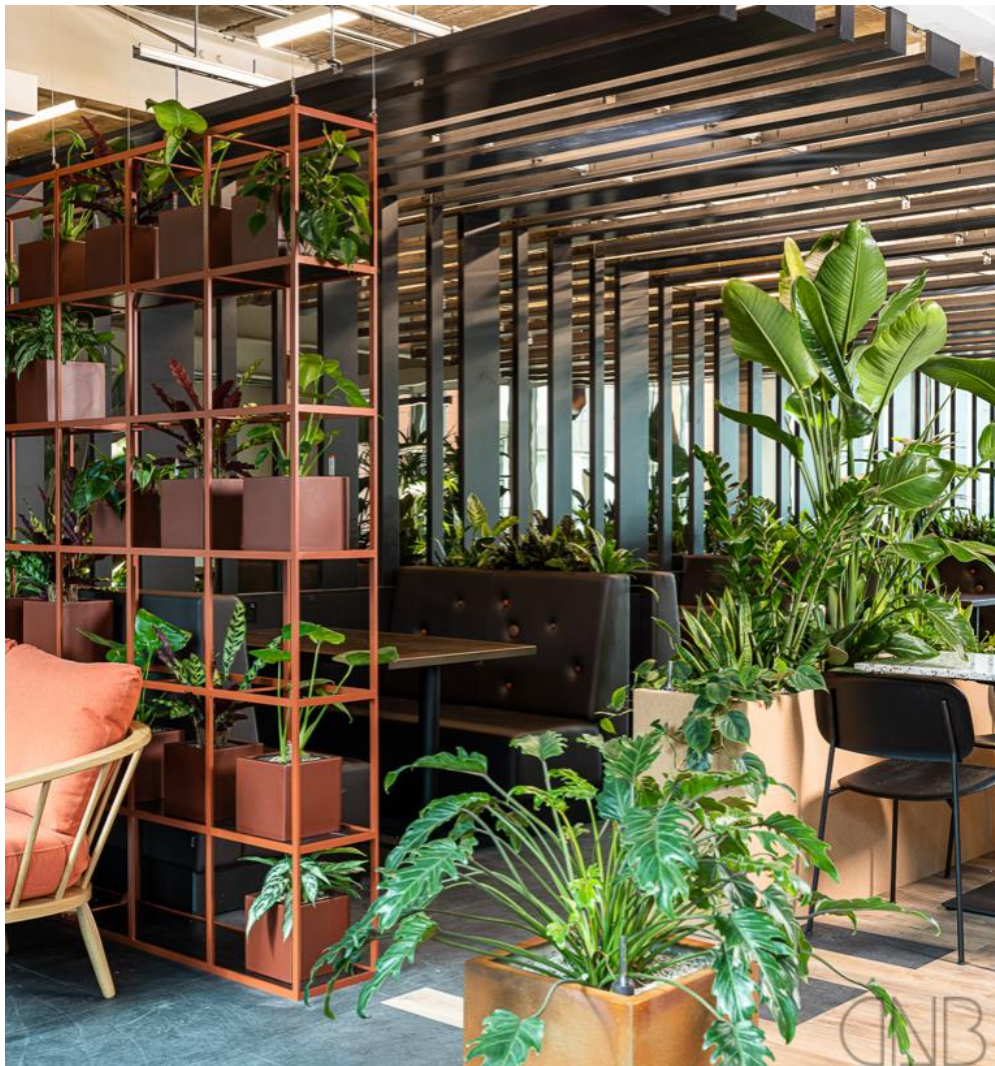
60+ % of Directors are from BAME backgrounds

20% of Directors are Women

38% of Staff are Women



Our Charitable activities



Trajan House detail

Over the past 5 years, Westhill's activity has enabled over **€15m** to be gifted to charitable causes. Much of this has been generated through Westhill's work but additional funds have been raised through the voluntary efforts of Directors and staff, such as a half marathon run in aid of Lumos.

The current Charities that we support include:



The Centre for Effective Altruism

A global network of people who care deeply about the world and make benefiting others a significant part of their lives. Just as investors want to maximise their returns, [CEA](#) believes that donors should maximise the impact of their donations. The centre has created a giving platform that allows donors to contribute to different philanthropic funds supporting some of our world's biggest issues such as extreme poverty, global health, and animal welfare.



The Dublin Simon Community

[The Dublin Simon Community](#) empowers people to access and retain a home by providing housing, addiction treatment, emergency response and other targeted interventions through advocacy and partnership. Set up by a group of Trinity and UCD students in 1969 to offer soup and sandwiches to the homeless in Dublin, the charity now works across all levels to help anyone for whom homelessness is a real threat.



Nirvana School Trust

[Nirvana High School](#) is a privately sponsored school near Pondicherry in South India that provides education opportunities to underprivileged children from nursery through to primary and high school ages. Since opening in December 1995 with only 7 students, the school now has over 550 students, who Westhill support through both financial and fundraising support.



Lumos

Westhill's CEO Rita Dattani is a former trustee of [Lumos](#), an NGO founded by J.K. Rowling that promotes an end to the institutionalisation of children worldwide. Lumos replaces institutions for poor, disabled and ethnic minority children with family-based services, working towards its mission that by 2050, all children will grow up in loving, nurturing and protective families. Westhill staff raised money for the charity through running in a London half marathon.



80,000 Hours

[80,000 Hours](#) works to help as many people as possible lead high-impact careers by providing career advice for talented young people who want to make a social impact. Over a third of graduates want to make a difference with their careers but have little idea how to. 80,000 Hours offers careers advice and information to funnel more talent toward the world's most pressing social problems.



Good Governance

Westhill recognises that to deliver its business, environmental and social objectives, the principles of good corporate governance are essential.

To deliver on good governance, Westhill has an experienced and knowledgeable Board trained and skilled in good governance.

Westhill is committed to open and transparent dealings with investors, customers, staff and with the wider community whilst protecting personal data, building an excellent reputation which it rigorously protects.

We have in place robust policies, procedures and internal controls that enable us to deliver our strategic objectives, manage risks and report accurately.