

## **Cube Real Estate Sustainability Policy**

Our aim is to:

- ensure sustainability is considered at each stage of the property lifecycle; purchase, business plan, implementation.
- ensure our Energy Action Plans are implemented in each of our buildings;
- work with our contractors and consultants to ensure our sustainability aspirations are achieved;
- minimise disruption from our activities to tenants and neighbours

### **Our Approach to Sustainability**

We recognise our corporate responsibility to manage the environmental, social and economic impacts of our business activities and to make a positive contribution wherever possible. Our sustainability commitments are firmly aligned and integrated with our strategic business priorities, representing a core element of the company's asset management strategy.

### **Our Sustainability Vision**

We will go beyond minimum legal compliance and to exceed industry averages. To achieve this, we will manage key sustainability issues throughout the lifecycle of the properties we acquire and manage, and in our daily corporate activities.

### **Our Sustainability Commitments**

#### **Environmental and resource use**

We recognise that we have a duty to prevent pollution and carry out our activities in an environmentally responsible manner. We will:

- Take steps to reduce our climate change impacts, notably by focusing on energy efficiency and limiting the emissions of greenhouse gasses.
- Use resource efficiently, particularly energy, water and materials.
- Continue to prioritise the regeneration of existing buildings.
- Engage with our tenants to improve the environmental performance of our managed assets.

**Communities**

We will consult with local communities on new projects and will work with contractors with the aim of minimising disruption during construction works.

**Suppliers and Contractors**

We will treat our suppliers and contractors fairly and with respect, expecting and encouraging high sustainability standards in return.

**Tenants**

We will strive to deliver high quality customer service through engagement and receptiveness.

**Employees**

We will attract and retain high calibre employees by providing a stimulating and safe working environment. We will promote equal opportunities and provide training, support and development opportunities to all staff.

**Implementation**

We will implement this policy by:

- Setting appropriate targets, monitoring and reporting annually on performance.
- Reporting regularly to our Board on sustainability performance.
- Communicating our Policy to our staff, suppliers, tenants and other stakeholders, and being proactive in engaging them in our efforts towards sustainability.

All employees, contractors and consultants are required to use Cubes Sustainability Policy to ensure the integration of key sustainability matters throughout all aspects of the Group's operations of investment management, asset management and development through specific procedures required in respect of sales and acquisitions. Areas covered by the Policy include energy, waste, materials, water, transport, ecology, tenants and the community and pollution.

**Investment Acquisition**

Prior to a property acquisition a Phase 1 environmental due diligence audit is undertaken, mechanical and electrical surveys are also undertaken to identify plant and equipment inefficiencies. Information is also requested on energy capacity to assess whether current and potential future tenant needs will be met.

**Asset Management (EPC)**

Our Energy Action Plans will identify and implement opportunities to improve our energy efficiencies across our portfolio including improvements to our boiler and air conditioning equipment, increased insulation and installation of secondary glazing. Where large scale alterations have been recommended, these have been included within our ongoing refurbishment programme.

Energy and water consumption is monitored and action plans implemented to improve efficiency.

**Refurbishment (BREEAM)**

All our major developments are subject to BREEAM rating with a target to achieve a rating of "Very Good" on major refurbishments and "Excellent" on new build properties with energy efficiency, water conservation and waste minimisation facilities considered at the design phase.

**Targets**

Each project is continually reviewed throughout to identify ways to maximise energy efficiency and promote sustainable resource use.

We will set targets to carry out post-occupancy reviews of developments six months after occupation to ensure that design efficiencies continue to make energy savings once the building is occupied.

Aim to increase Energy Performance Certificate ratings by a minimum of one grade for refurbishments and to achieve a minimum of a B rating on all new developments.

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