



Corporate Responsibility 2009

HAMMERSON CR TARGETS 2010

1. CLIMATE CHANGE AND ENERGY

UK/France	ROLLING TARGET FOR 2010: Reduce carbon emissions associated with landlord-provided energy for shared services in the managed portfolio by 2010 against a 2006 baseline, by the following: <ul style="list-style-type: none">• 19% for UK shopping centres• 19% for UK offices• 11% for French shopping centres.
France	Measure the carbon footprint including both energy and transport emissions of our French head office.
UK/France	Refine and agree the Hammerson Master Sustainable Implementation Plan to be used as a minimum standard for all projects.
UK	Based on the 2009 investigation into adapting car parks to different uses, develop an approach for future developments and implement this on one development in the UK at design stage.
France	Investigate and report on the impact of updating the 'Cahier Des Charges' (Project Scope Statement) to include sustainability and to anticipate future legislation.
UK/France	Develop a strategy for meeting legislative requirements with regard to high energy efficiency standards for new developments and trial this strategy on one UK and French development (including the forthcoming Code for Non Domestic Buildings and the Grenelle target of 50 kWh/m ²).
France	Identify appropriate energy efficiency plans for the refurbishment of all assets between 2012 and 2020 in line with the Grenelle laws.
UK	Revise Hammerson's reporting boundaries and scope three emissions' reporting in line with UK government guidance on greenhouse gas emissions reporting.
France	Following the roll-out of the climate change adaptation questionnaires for property managers, develop an appropriate action plans for all French managed assets.
UK	Obtain Display Energy Certificates for managed assets.
UK	Obtain a Carbon Trust Certificate for the Hammerson portfolio.
UK	Develop a strategy to manage and mitigate the impact of the CRC Energy Efficiency Scheme on Hammerson's operations.
UK	Commence implementation of the Green IT Strategy developed in 2009.

HAMMERSON CR TARGETS 2010

2. RESOURCE USE

UK/France	ROLLING TARGET FOR 2013: Increase the proportion of waste diverted from landfill through recycling for the managed portfolio by 2013 to the following: <ul style="list-style-type: none">• 75% for UK shopping centres• 75% for UK offices• 50% for France.
UK/France	Complete BREEAM training for development managers in the UK and asset managers in France.
UK	Implement the biodiversity action programme developed in 2009 at five managed assets.
UK/France	Develop a biodiversity policy for Hammerson's operations and development activities.
UK/France	Using the recommendations from the 2009 report on the feasibility of off-site logistics, complete a review of one new development project.
UK/France	Complete the following water efficiency objectives: <ul style="list-style-type: none">• Review existing assets based on 2009 water audits, develop a water action programme and commence implementation in the UK• Complete water audits for managed assets in France• Engage with tenants and develop a joint water education and management plan.
UK	Implement ISO 14001 at one further shopping centre.
France	ROLLING TARGET: Reduce water consumption associated with landlord provided water (for shared services and tenant consumption) by 10% in French Shopping Centres by 2015 against a 2009 baseline.
UK	Reduce water consumption per worker in the UK managed office portfolio to CIBSE benchmark levels: By 2013: 'Typical' level of 9.3 m ³ /person/annum By 2015: 'Good practice' level of 6.4 m ³ /person/annum
UK/France	Investigate natural ventilation options at two UK managed shopping centres and one French shopping centre.
UK/France	Develop a metering strategy for water, gas and electricity for the managed portfolio.
UK	Implement an accredited environmental training programme at UK shopping centres to complement their introduction of Environmental Management Systems.

HAMMERSON CR TARGETS 2010

3. COMMUNITY REGENERATION

UK/France	Implement the 2008 guidance note for best practice community consultation and engagement in the managed portfolio.
UK	Investigate options to create temporary uses for vacant space for social and community enterprise.
UK/France	Organise a Hammerson environmental and social event and community day.
UK/France	Develop a community strategy for Hammerson.
UK	Investigate opportunities to work with educational institutions located near our existing assets and new developments.
France	Introduce the Community Investment Tool in France.
UK	Develop a sponsorship strategy.

HAMMERSON CR TARGETS 2010

4. SUPPLY CHAIN

UK/France	Based on the revision of Hammerson's procurement procedures, identify ways to report publicly on the performance of Hammerson's key impact suppliers.
France	For all waste contracts due to be renewed in 2010 in France, require Hammerson's contractors to provide information on the final destination of waste.
UK/France	Finalise the standard monitoring and reporting template for the measurement of energy, water, waste and timber; analyse the data collected on Hammerson construction sites and identify potential targets for contractors on future developments.
France	Develop a sustainability engagement programme for Hammerson France managing agents.

HAMMERSON CR TARGETS 2010

5. CUSTOMERS

UK	Develop a strategy and framework for organising community and environmental events at our managed assets based on previous years' experience.
UK	Sign Green Leases or Better Building Partnership Memorandum of Understanding for 10 tenants' lease renewals.
France	Complete the following transport-related initiatives in France: <ul style="list-style-type: none">• Investigate how people travel to our centres• Research which opportunities and technologies could reduce our environmental impact• Review implications of these opportunities and technologies.

HAMMERSON CR TARGETS 2010

KNOWLEDGE AND REPORTING

UK	Develop an education and training program for employees to enable them to engage in mentoring and volunteering programmes.
UK/France	Develop an internal CR communications strategy for employees.
UK/France	Develop a CR education and awareness programme for senior management including the Group Executive Committee.
UK/France	Develop an internal awards program to recognise achievements in sustainability.
UK/France	Include a sustainability KPI in all UK staff role descriptions and in French leasing team objectives, linked to their remuneration package.
UK	Set up a committee to ensure appropriate representation and consultation of Hammerson's employees.
UK	Develop a new policy for flexible working as part of initiatives to address health and wellbeing.
UK	Define a talent management and succession planning process and carry out a first review.
UK	Create a corporate learning, training and development plan to improve employee skills and performance.
UK	Review and align the existing charity partnering programme with the corporate community strategy and employee engagement programme.
UK	Hold an investor presentation to provide information on our CR approach and achievements.
UK/France	Carry out a materiality study.