



Four white icons are arranged horizontally: a leaf, a heart, a hand holding a heart, and a document. Below these icons, the text 'SUSTAINABILITY POLICY' is written in large, bold, white capital letters. At the bottom left, 'BARWOOD CAPITAL' is written in white capital letters. The background of this section is a blue circle with a white gradient.



**“Our purpose
is to innovate
and unlock
value,
generating
strong and
sustainable
growth**



“The ultimate goal is to achieve Net Zero Carbon in construction on all new developments by 2030

Barwood Capital Ltd (“Barwood”) recognises that in order to be a responsible investor it is essential to have a Sustainability Policy which is core to all business decisions and ensures that the value we deliver for our investors is done sustainably and ethically.

It is important to our staff, our investors and all of our stakeholders that we have a Sustainability Policy that is all encompassing and that helps us achieve our ultimate goal of achieving Net Zero Carbon in Construction on all new developments by 2030 with the intention to achieve Net Zero Carbon on all assets under management by 2040.

We achieve this by:

- Investing responsibly in UK Regional Real Estate and combining nimble capital with the talents of our exceptional people and experienced partners
- Being Adventurous, Committed and Respectful

Our Sustainability Policy is directly aligned with our Values and Purpose statement, and these have been developed and embodied by all employees.

We have developed targets and measures to promote long-term, responsible investment for the benefit of all stakeholders, the environment and society.



MEMBERSHIP BODIES

Barwood is a proud signatory of the United Nations-supported Principles of Responsible Investment, a member of the UK Green Building Council, Good Business Charter accredited and Great Place to Work certified.



UN Principles of Responsible Investment (UN PRI)

Barwood's commitment to sustainability is represented by being a UN PRI signatory. UN PRI provide a voluntary framework of six key principles, which are incorporated into Barwood's business. Being a signatory also requires Barwood to report annually on activities and progress towards implementing the principles. More information can be found on www.unpri.org.

Good Business Charter (GBC)

Barwood is certified by the Good Business Charter, which encourages responsible behaviour by requiring its members to make commitments in ten key areas; real living wage, fairer hours and contracts, employee well-being, employee representation, diversity and inclusion, environmental responsibility, paying fairer tax, commitment to customers, ethical sourcing and prompt payment to suppliers. We are committed to adhering to these ten principles (www.goodbusinesscharter.com).

UK Green Building Council (UKGBC)

The UKGBC is one of the UK's leading membership organisations with a mission to radically improve the sustainability of the built environment by transforming the way it is planned, designed, constructed, maintained and operated. Barwood's membership provides access to a wide network of organisations and events which enhance our knowledge and understanding of how businesses set and achieve sustainability targets. UKGBC members are encouraged to meet common sustainability goals, particularly in relation to meeting the climate challenge (www.ukgbc.org/).

Great Place to Work (GPTW)

In 2021, Barwood was Great Place to Work Certified® for the second consecutive year, with 100% of our staff saying that they are proud to tell others they work for Barwood. GPTW is the global authority on workplace culture, employee experience and the leadership behaviours proven to deliver market-leading revenue and increased innovation. Employee feedback is gathered on an annual basis to assist in striving to improve all areas of the business (www.greatplacetowork.co.uk/).

SUSTAINABILITY FRAMEWORK

In order to achieve our sustainability ambitions we have developed a Sustainability Framework which is based on four guiding principles which have been incorporated into every aspect of our business to drive sustainable growth.

Driving Sustainable Growth



PLAN ZERO

At Barwood, we recognise the Climate Emergency and the impacts of the built environment, and as such we are committed to becoming a carbon neutral business. We are already carbon neutral at a corporate level where we have calculated our emissions and taken steps to reduce these where possible alongside investing in Gold Standard schemes to offset our residual carbon. Barwood is equally committed to cutting the carbon emissions of our projects in line with UN based targets and as stated previously, we have pledged to achieve Net Zero Carbon in Construction on all new developments by 2030 with the intention to achieve Net Zero Carbon on all assets under management by 2040.



DESIRABLE PLACES

Barwood's strategy has been developed based on our understanding of how occupiers assess and use real estate and its surrounding environment. Our experience has enabled us to develop spaces to a standard that meets and where possible, exceeds, the health and wellbeing needs of occupiers.



INVESTING IN PEOPLE

Barwood is an employer of choice, having been Great Place to Work® Certified in 2020 and 2021. However, our approach to social wellbeing is wider than this, encapsulating all of our stakeholders including high supplier standards and support for local charities and community projects. Every year we review our staff satisfaction levels and report to the Board with an action plan to ensure that as an employer we maintain the highest standards possible.



ETHICAL BUSINESS

At Barwood, we pride ourselves on our strong and transparent governance framework and the alignment of our staff with our stakeholders. As an FCA Authorised business we actively prepare for future regulatory requirements. As evidenced by our membership of the Good Business Charter, we are committed to maintaining high ethical and socially aware business practices, and we actively encourage all companies we work with to do the same.

“We have developed clear and measurable KPI's and commitments for each of our guiding principles and are committed to reporting our performance against these measures in a transparent and understandable way.”

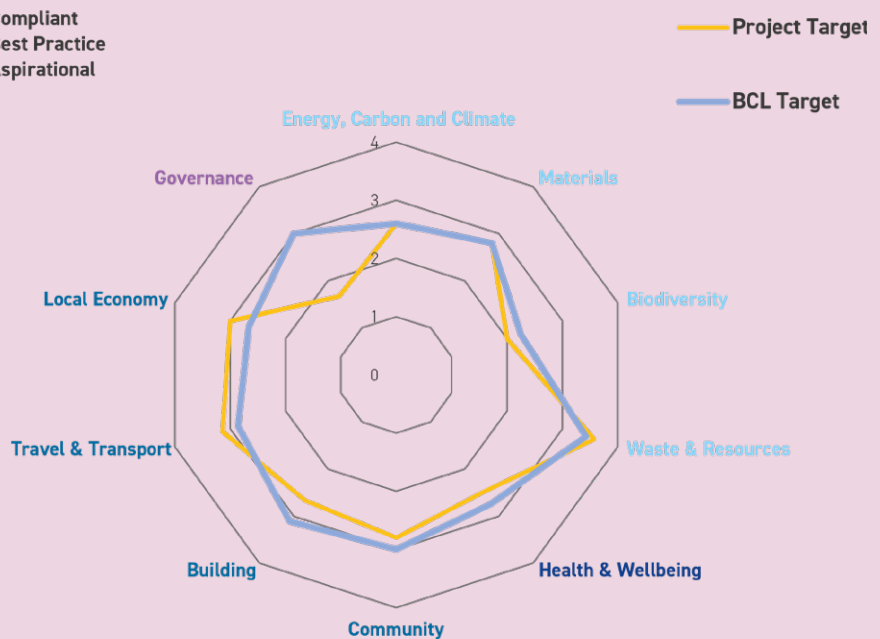
BARWOOD INDEX

We have developed the Barwood Index which sets targets for and measures the performance of individual projects from initial investment decision making and during our ownership. This will act as the main way in which all Barwood projects will be managed to allow us to meet our overall Sustainability objectives including achieving Net Zero Carbon in construction by 2030.

BCL Pillars	Theme No	360 Themes
Plan Zero	1	Energy, Carbon & Climate
	2	Materials
	3	Biodiversity
	4	Waste & Resources
Desirable Places	5	Health & Wellbeing
Investing in People	6	Community
	7	Building
	8	Travel & Transport
	9	Local Economy
Ethical Business	10	Governance

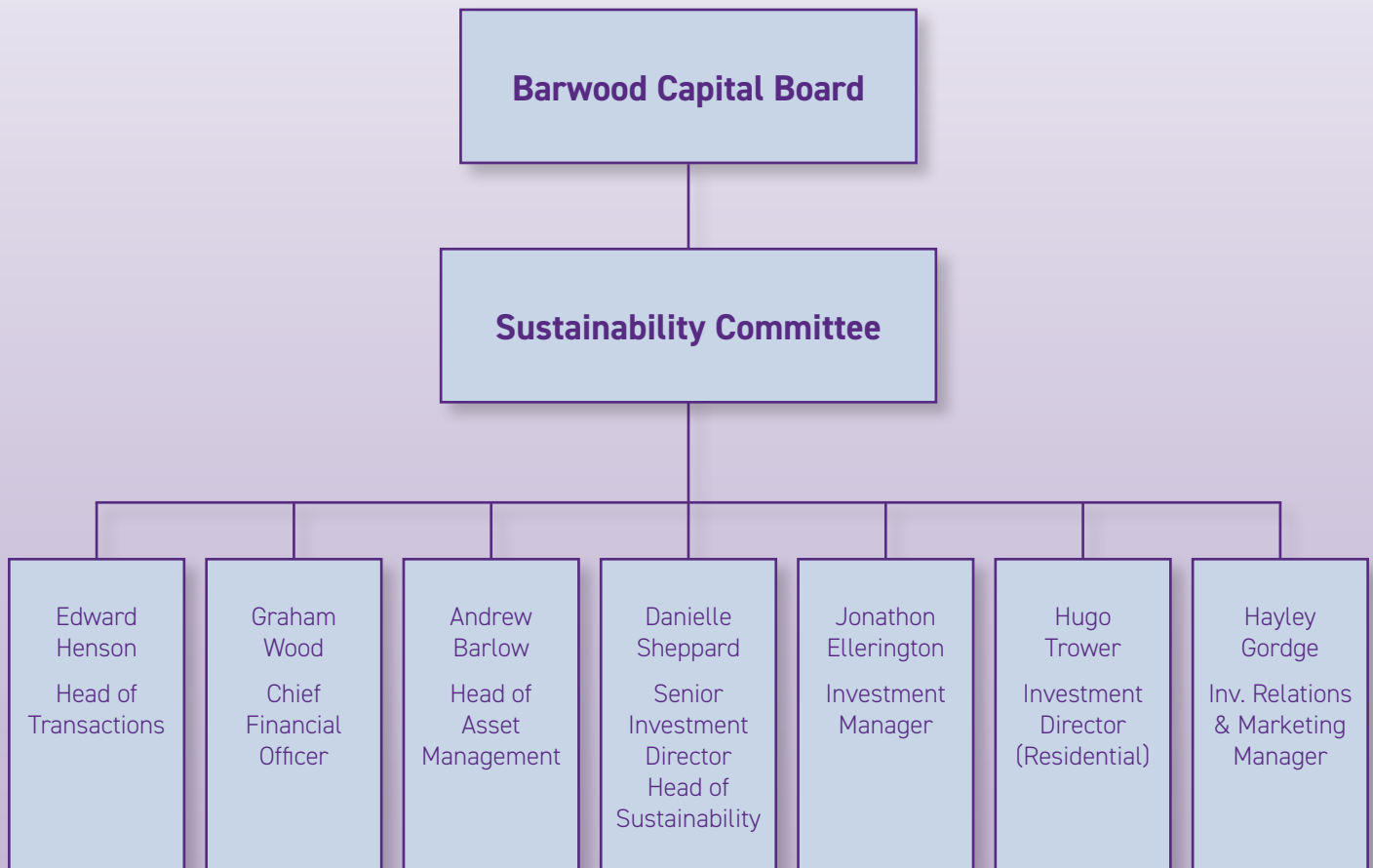
The Barwood Index comprises four benchmark levels; starting with Current and then Compliant, Best Practice for the Industry and Aspirational. Barwood has created a benchmark for each asset type against which each individual project is scored, and a strategy is developed to ensure the targets are met.

- 1 - Current
- 2 - Compliant
- 3 - Best Practice
- 4 - Aspirational



SUSTAINABILITY COMMITTEE

The Sustainability Committee meets quarterly and leads initiatives to implement our Sustainability Framework and Policy. The Sustainability Committee’s responsibilities include the provision of an annual Sustainability Report which sets out Barwood’s sustainability plans and measures progress against our commitments.



The Sustainability Committee sets targets relating to Barwood’s Sustainability Framework and tracks our progress against these.

This Sustainability Policy can be found on our website and is communicated to all staff, contractors and suppliers.

“We continuously review the effectiveness of our Sustainability Policy to ensure that it correlates with our commitment to our investors and wider stakeholders, and aligns with our Purpose and Values.”

