A key priority within our UK strategy is how we deal with disruption and a changing environment, both now and in the future. We are investing in sustainability and data management systems within our own offices to achieve greater efficiencies and demonstrate best practice. Applying this approach to our business will, in turn, help our clients and continue to draw our focus in the years ahead.

Best practice in corporate social responsibility requires collaboration between different teams across our business. We are constantly challenging ourselves to create the right strategy and resources to manage our business and our offices responsibly.

Savills UK is committed to being a good corporate citizen through its published corporate sustainability targets. These targets hold the company accountable for its impacts in five key areas; our environment; our clients; our people; business ethics and our communities. Enabling our stakeholders to achieve their corporate responsibility ambitions is a significant part of our ongoing commitment.

As we have grown our business over recent years, our network has become increasingly global and is demanding a greater degree of diversity, of thought, knowledge and skills. We provide a platform for our staff, whatever their background, to do business responsibly and to be the best they can be. This is a fundamental part of our ethos, across the business.

James Sparrow
CEO Savills UK & EMEA
+44 (0) 20 7409 8854
jsparrow@savills.com

At Savills UK, we are now more aware than ever of the importance of our corporate social responsibility and are proud to share our progress over the last year.
OUR KEY CORPORATE SUSTAINABILITY TARGETS

100%
For offices where we are responsible for procuring energy, move 100% of electricity tariffs over to Green Tariffs.

Provide consultancy advice for over 1GW of energy assets before the end of 2018.

Increase average recycling rates to 70% for Savills UK offices, where central operation teams have oversight of waste management.

Annually measure greenhouse gas, tracking performance against global targets and reporting results.

Continue to provide best-in-class energy and sustainability advice and services to our clients, collaborating with them to enhance responsible environmental practices.

Reduce normalised energy consumption within Savills UK offices by 10% from 2015 levels.

Give preference to certified green buildings for our own corporate offices.

Offer a series of CPD’s to the business on unconscious bias training.

Improve upon diversity and inclusion at senior levels and across the business.

Undertake an active role in the public policy debate on effective solutions for environmental matters, work to support our membership groups UKGBC, BBP and GRESB.

Widen access to the real estate profession through Changing the Face of Property, apprenticeships and the school schemes.

Be recognised for delivering meaningful lifestyle and wellbeing opportunities for our staff.

Achieved this year
Work in progress
Throughout our UK business, we are committed to reducing the impact that our operations have on the natural environment. This includes measuring and being accountable for our actions; 108 of our 117 UK offices are now ISO14001 accredited. By seeking to reduce our direct and indirect impacts, we are able to achieve increased operational efficiencies and savings, both internally and for our clients.

This year we have continued our efforts to track and reduce our carbon and resource use, primarily through the management of our business operations and travel. A practical example is our responsible approach to energy efficiency initiatives. Our decision to switch all UK direct electricity and supplies to 100% certified renewable energy, where possible has resulted in a 34% decrease in emissions intensity. We also have a policy to consider the sustainability impacts, we are able to achieve increased operational efficiencies and savings, both internally and for our clients.

As a company, we stand out in terms of making real changes to environmental, social and governance (ESG) objectives at both the corporate and asset levels. Our sustainability and energy teams are outcome focused, concentrating on physical improvements, visible at a property level. Managing our impact and that of our clients shows our ongoing commitment to good practice in measuring, disclosing and reducing our indirect environmental footprint.

The number of energy and sustainability related support services utilised by our clients has continued to grow in 2018. By taking a long term partnership approach, our collaboration with clients is built on strong foundations of sustainable innovation and technology advances, future proofing and creating smart buildings with the highest environmental standards.

In addition, and in response to rapidly evolving client demands for sustainability services, we have introduced a separate sustainability reporting and benchmarking platform. Beyond just energy and water, the SavIQ platform enables reporting across the full suite of sustainability performance indicators including waste, occupier comfort and wellbeing, asset performance ratings and property specific initiatives. The system has automated client reporting processes for the sustainability team and given greater visibility of performance to our clients. SavIQ will create further opportunities in driving performance and managing ESG related risks across client portfolios.

We require all of our Property Management service partners to have appropriate environmental management systems in place; to seek to improve energy efficiency, reduce resource use, recycle and mitigate their impacts on biodiversity at all our sites. We expect our service partners to comply with our supply chain health and safety standards, to be proactive in offering employment and training opportunities to local businesses and people and to engage with local community projects. We also place high ethical standards on our partners to offer fair, safe, and diverse workplaces where innovation and best practice is a shared and measurable commitment.

In 2018, we reported data on operational waste generated within properties under our own occupation. Our annual average recycling rate was 63% for Savills UK offices. This data allows us to identify where we can make improvements, such as better segregation and considering our consumables.

Biodiversity initiatives across the property management portfolio include the arrival of bees and green spaces on commercial roof space from Exeter to London and Edinburgh. We currently have three shopping centres and a commercial property in central London with thriving hives. Our bee keeping projects help support the pollination of green city spaces and adds enhanced ecology to our clients’ assets.

Our UK business saw a reduction of 1,290,583 sheets of paper printed between 2017 and 2018, a 7.7% reduction. We have also launched a nationwide project to remove the plastic laminate finish from all our residential brochures.

We are retained as the primary sustainability advisor for a host of top property companies and funds. Last year we carried our approximately 121 ISO 14001 Audits, 500 EPCS, 10 BREEAM In-use assessments, 47 GRESB assessments and 40 energy audits.

Savills UK has piloted shortening IT run times within our office space, the positive results of which are now being reviewed for roll-out as a wider initiative. We commissioned several energy efficiency audits to be undertaken during the year ahead to further this agenda across selected offices which consume significant energy.

We influence and inform the public policy debate on environmental, social and governance matters, working to support our partnerships. In 2018 we held various events, including a green transport forum jointly with the Mayor of London, central government, the Better Building Partnership and The Crown Estate.

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Emerging technology continues to be a focal area in our industry and business. Following the creation of Savills Innovation and Technology Committee in 2018, we have been busy capturing and raising awareness of the very best innovations in tech, from developing products that enable the benchmarking and organisation of property portfolios and the clearer visualisation of landscapes and cities, to creating data-driven analytic dashboards and adopting the latest methods of technology in construction.

In 2018, Savills UK achieved consent for a renewable energy hub on the Gwent Levels in south Wales. The hub comprises the installation of a solar farm with up to 250,000 solar panels and 200 battery storage units to create a generating capacity of 49.9MW, enough to power 15,000 homes.

We advise clients on a diverse range of wind, solar, hydro and biomass renewable energy projects throughout the UK. Drawing on our wide skillset, our clients are facilitating the uptake of smart grid technologies and electrification, which will further support the UK’s transition to a low carbon future.

Our rural research specialists work with policy makers and scientists to inform government policy on Net Environmental Gain as part of the government’s 25 year environment plan.

Savills UK research covers subjects such as natural capital, carbon offsetting and water conservation. We offer bespoke client solutions, including the delivery of landscape scale conservation schemes, social prescribing initiatives, peatland restoration projects and upstream flood management.

We have secured the EIA Quality Mark accreditation by IEMA, the Institute of Environmental Management and Assessment. This is the accepted benchmark for producing EIAs of a high standard and ensures that we are able to assess the potential environmental impacts of large and complex projects, such as West Carclaze, a new eco-community in Cornwall.

Sustainability is at the heart of our business at The Crown Estate. We believe that a sustainable business is a successful business. We are pleased to be working with Savills as our Managing Agents, on our Regional and Central London (residential) portfolios, to help deliver strong customer service for our customers and visitors alike, by integrating sustainability initiatives as part of our approach to active asset management.

"Sustainability is at the heart of our business at The Crown Estate. We believe that a sustainable business is a successful business. We are pleased to be working with Savills as our Managing Agents, on our Regional and Central London (residential) portfolios, to help deliver strong customer service for our customers and visitors alike, by integrating sustainability initiatives as part of our approach to active asset management."

The Crown Estate

Our rural research specialists work with policy makers and scientists to inform government policy on Net Environmental Gain as part of the government’s 25 year environment plan.
Our reputation has been built on our people who think creatively, take the initiative and act responsibly.

Our people strategy remains focused on supporting delivery of the highest standards of client service through a motivated and engaged workforce. We believe that a positive culture is essential to high quality client care. This positive culture is encapsulated in our business philosophy and our values, which together capture our commitment to ethical, professional and responsible conduct.

Savills UK embraces diversity and provides a platform and a supportive environment for everyone to be the best they can be. By placing a high value on inclusion and diversity, we foster an open and supportive workplace in which every individual is respected.

As a Disability Confident Committed Employer, we are committed to ensuring that disabled people, including those with long term health conditions employed or looking to join Savills, have the opportunities to fulfil their potential and realise their aspirations.

We continue to focus on employee engagement to communicate our vision and strategy. In the UK, we are improving the capability of our leaders and managers through our key programmes Empower, Engage and Inspire. Our dedicated training team offer individual career development advice and help our people plan their personal development.

We take employee wellbeing seriously and are committed to the Time to Change pledge. Our wellbeing programme encourages employees to focus on taking responsibility for their own physical and mental health. We strive to provide an environment in which our people can flourish, promoting a healthy work life balance and through our Way We Work initiative, empowering them to shape our workspaces of the future.

"I learn more and more each day through my apprenticeship, gaining knowledge from my course, my day-to-day work and my colleagues, within and outside of my department and office. I could not recommend an apprenticeship programme enough".

Ollie Hunt, Architectural Design Apprentice, Oxford Office

“"
Savills UK has a strong and well embedded culture, founded on an entrepreneurial approach and underpinned by our values and operational standards.

All that we do is underpinned by strong governance, a disciplined approach to risk management and high standards of responsibility, which supports the sustainable development of our business.

We recognise our responsibility as a global corporate citizen and we are committed to doing the right thing in the right way and this is reflected in the Savills Code of Conduct. The Code, which underpins our social, ethical and environmental commitments, clearly sets out the standards of behaviour that we expect our employees to demonstrate and adhere to in their day to day working life. It addresses their responsibilities to the Company, to each other, and to clients, suppliers, contractors and governments.

Our business is built on trust and reputation, which is core to our long term success. It is what gives our clients, colleagues, suppliers, business partners and investors the confidence to do business with us.

Acting with integrity is about more than our image and reputation, or avoiding legal issues. It’s about sustaining a business that we all are proud to work for. Ultimately, it’s about knowing that we have done the right thing. This means acting honestly and treating each other and our clients, partners and suppliers fairly, and with dignity, at all times.

Our Code of Conduct sets out our commitment to operate responsibly, to work professionally, fairly and with integrity and to engage with our stakeholders to manage the ethical impact of our activities in the different markets in which we operate.

We empower and support our employees to always make the right decisions. Our corporate conduct is based on our commitment to act legally, properly and responsibly at all times. We will uphold laws relevant to countering bribery and corruption in all the areas in which we operate.

As part of our commitment and adherence to the Bribery Act 2010 and the Criminal Finances Act 2017, we have a zero tolerance towards bribery and other forms of corruption. Our position is straightforward: we never offer, give or accept bribes to win new business or keep existing contracts and we will not ask others to do such things for us.

All our staff receive business ethics training in their induction programme. Employees receive regular updates on the Savills Code of Conduct through online training and testing.

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Our online Compliance Toolbox is mandatory for all staff and it provides training to ensure our staff and supply chain partners are aware of the Modern Slavery Act and its requirements. Our current Modern Slavery and Human Trafficking Statement is available on the Savills UK website.

Savills (UK) Limited is regulated by the RICS.

We fully support the principles of UN Global Compact, the UN Declaration of Human Rights and the International Labour Organization’s (ILO) Core Conventions.

The FTSE Group confirms that Savills plc has been independently assessed according to the FTSE4Good criteria, and has satisfied the requirements to remain a constituent of the FTSE4Good Index Series.

In 2016, Savills UK signed up to the Better Buildings Partnership (BBP) core provisions, embedding sustainability measures within our property management division.
OUR COMMUNITIES

Our offices and our people are actively involved in their communities through our support of charitable causes and other social and business organisations.

This includes making financial, in kind and time contributions. Through our office networks, we have developed a series of local charity initiatives to ensure that Savills UK is firmly linked with the communities it serves. Our people fundraise for a wide range of charities and our Charity Logger allows us to collectively share the total contribution made to charities and community causes each year.

We provide a scheme which supports employees with paid time for their volunteering activities. Our workforce has volunteered many hundreds of hours towards serving their communities in support of charities and good causes.

Savills UK is committed to being a socially responsible business, working alongside our clients who share our aims. At a local level, we build relationships with businesses, schools and charities. We operate sustainable recruitment processes to encourage local suppliers and candidates into training and work opportunities. We want our business to engage with the communities where we work to achieve positive social and economic impact and to ensure that local views inform projects as they unfold.

In line with our ethos of recruiting and retaining the best people, we’ve made community engagement an integral part of our graduate training programme. As well as delivering social benefits, we believe greater community engagement increases employee commitment and provides real-life development opportunities.

Funds have been raised in various ways, including:
- Divisional and regional office initiatives
- Corporate charity contribution matching
- Employee salary sacrifice and bonus waiver
- Corporate sponsorship and donations
- Individual employees and team fundraising

Some of the charities we supported in 2018 are featured below:

In 2018, Savills UK expanded its work with councils and town centre management organisations across the country on Business Improvement Districts (BIDs), initiatives aimed at the regeneration of city and town centres to create welcoming, safe, clean and attractive environments.

Our rural teams work with The Prince’s Countryside Fund (PCF) to deliver the Prince’s Farm Resilience Programme (PFRP). This is a series of workshops designed to help UK farmers increase their resilience to current pressures whilst helping them identify options to grow their business.

Our people ran, swam, rode, trekked, baked, sky dived, camped and volunteered for many different charities in 2018. Collectively Savills UK and its employees made contributions to charities in excess of £1 million.*

In the UK, we support nationally two major charities, LandAid and Young Minds. LandAid is the charity of the UK’s property sector, our donations each year helps by providing safe and affordable accommodation to the homeless.

Our local offices choose to provide support to worthwhile causes in their communities, from school and charity events to independent theatres and arts fairs. Savills UK supports local events for the Royal Highland Education Trust with annual sponsorship and attendance at fundraising events.

We expect our service partners to comply with our supply chain health and safety standards, to be proactive in offering employment and training opportunities to local businesses and people and to engage with local community projects.

* In reality, our collective contribution has been far greater as it has been possible to record some but not all the contributions, both financial and time, donated by employees in pursuit of their charitable giving.