



## Peel Land and Property Group Corporate Social Responsibility Policy

Peel's vision is to ***create sustainable environments where people and businesses can flourish.***  
Operating our business in a way that benefits society is a key element in realising this vision and we will consider our people, local communities and the environment in everything we do.

### We are committed to:

- Delivering benefits to people and the environment through our 5 key focus areas of:
  - **Economic investment** – such as driving regeneration, creating skills training and job opportunities and boosting local business growth.
  - **Environmental responsibility** – such as lowering our impact on the environment by reducing our energy and carbon emissions.
  - **Communities** – giving back to communities through our involvement in local initiatives and charitable giving.
  - **Our people** - treating our employees fairly and equally and creating a supportive environment that considers their health and well being and enables them to reach their full potential.
  - **Health and safety** - taking responsibility for everyone's health and safety, whether for individuals and teams within our businesses, or in terms of our contractors.
- Improving the social and environmental performance of our business and keeping pace with the needs and expectations of our stakeholders.
- Engaging proactively, openly and transparently with all stakeholders on corporate social responsibility issues and working with partners on specific projects.
- Treating our business partners and suppliers with respect, integrity and ethical behaviour.
- Taking responsibility for the direct and indirect effects of our business activities.
- Complying with all relevant legislation.
- Reviewing our Corporate Social Responsibility Policy annually.

### We will address corporate social responsibility in all aspects of our business including:

#### Management issues

- The Director Responsible for Corporate Social Responsibility (CSR) shall report on relevant CSR issues to the Land and Property Board.
- A Sustainability Steering Group shall be accountable for the delivery of the Corporate Social Responsibility Policy across the business.
- We will ensure that our Corporate Social Responsibility Policy is embedded in our other company policies and is communicated to employees.
- Operating our business in a manner that ensures we take corporate social responsibility into consideration when making procurement, project, organisational and operational decisions.
- We will educate and raise awareness of CSR issues among employees through a multi-media communications programme.
- We encourage, promote and support involvement by our employees in local community initiatives, volunteering and charitable fundraising.
- We will share our knowledge of corporate social responsibility with other companies in the Peel Group.

#### We will improve on past performance by:

- Benchmarking our Corporate Social Responsibility activities through annual CSR metrics.
- Undertaking an assessment of corporate social responsibility within our significant supply chains.

Approved by:

Date: 28<sup>th</sup> September 2018

David Glover – Board Director & Chair of the Sustainability Steering Group