

Sustainability & ESG Report 2021/22

For the year ending 31st March 2022

Taking action
for people
and the planet

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1 Welcome from the Chief Executive

At Peel L&P, we strive to be a trusted partner in the regeneration and transformation of land and property - working alongside organisations that want to help people and places to realise possibility and deliver a more prosperous, sustainable future for all.

Being a trusted partner requires more than just words, it requires action.

You will see in this report we have worked with a range of partners to follow our commitments, including our recent pledge to Business Declares, with authentic action on the ground that has had a measurable impact.

We have acted on energy with an 18% reduction in consumption and saving nearly 3,000 tonnes of CO₂ emissions in just one year.

We have acted on waste, with zero waste to landfill for a fourth consecutive year.

We have acted on water, with a 34% reduction in consumption, and the introduction of Sipple machines to reduce the need for thousands of plastic bottles.

We have acted for the natural environment with biodiversity and natural capital net gain assessments, management of conversation sites, new public realm, and hundreds of trees planted.

And these examples are just the tip of the iceberg. In this report, you will find many more cases of actions taken and impacts measured, proving time and again that Peel L&P can be trusted to deliver a more prosperous, sustainable future for all.

I hope you enjoy the report.



Steven Underwood
Chief Executive





Over the last 12 months we have focused our strategic actions on lowering carbon emissions, enhancing biodiversity and reporting on the considerable social value delivered through the work of Peel L&P.

Some of the highlights of the year include...

- Understanding the climate adaptations we need to build into our asset management plans, and preparing to report on our Task Force on Climate-related Financial Disclosures for the first time – better identifying and managing climate-related risks and opportunities, while increasing our ability to channel investment that seeks sustainable and resilient places and business models.
- Applying our Social Value Framework widely across our business, so that we capture the needs of existing and new local communities within the areas we work, and incorporate activities to boost jobs, local skills, housing and other important requirements.

- Embedding Biodiversity Net Gain into our masterplanning activities – ensuring we look at our impact on existing ecosystems and habitats and commit to leaving a site with a better level of biodiversity than when we started.
- Undertaking natural capital assessments across our business to better understand where we can act to amplify urban cooling, carbon capture, improve air quality and flood resilience, and increasing access to nature – all to move towards achieving ‘environmental net gain’.
- Embedding sustainability throughout our teams through training and tool-kits, including the Carbon Literacy programme – giving everyone in the business an introduction to climate change and how they can reduce their carbon footprint.

Almost everything we do, we do in partnership with our stakeholders, always striving to be a trusted partner. In the last year, we have collectively engaged with around 2,000 external

stakeholders, sharing our plans, and getting vital input to identify and prioritise the most important ESG issues.

The output of some of this external engagement is summarised in the new Materiality Matrix that can be found on **page 10**, and we will, of course, never stop engaging to better refine our plans and prioritise our actions.

We are all proud to be part of an organisation that is leading the way in areas critical to the creation of better places for everyone, but we certainly can’t do this in isolation and we look forward to more collaboration with our stakeholders over the year ahead.

Jo Holden
Sustainability & ESG Director

Our purpose

We are here to realise possibility.

We devote our energy to accomplishing great things; not for their own sake, or ours, but for those who come after. Today, tomorrow and for generations to come.

Our ambitions are for a more prosperous, sustainable future for all; where people and places are matched with the opportunity to be the very best they can be.

We see possibility. We deliver transformation.



Our mission

We will transform and regenerate places.

Through our independence and diversity,
we will deliver a positive and lasting legacy.

Always seeking and acting on possibility.

Our aim is to become the most trusted
and successful partner of choice in the
transformation of land and property.

We will strive to achieve this by setting five
clear goals in which to measure our progress.

These goals are:



Customer &
Stakeholder
Satisfaction



Environmental,
Social & Governance



Shareholder
Returns



Growth through
Planning



Our People



Five year sustainability plan

We have a comprehensive action plan, with clear governance and performance targets, that will drive real change for the benefit of people and the planet.

UN Sustainable Development Goals

All of our work is underpinned by globally recognised principles and calls to action – The United Nations Sustainable Development Goals.

These ‘Global Goals’ guide our work to embed sustainability into all our placemaking activities. Working in partnership with our stakeholders, we have prioritised the five that are most relevant to our business...



Targets and progress

Aligned to the UN's targets to support the Sustainable Development Goals, each of our commitments has a set of clear targets.

We track progress and report annually on achievements, see [page 41](#) of this report to discover more.

Business Declares

To put even greater focus on the need for climate resilience, we've joined Business Declares, acknowledging the urgency of the climate and ecological emergencies and our commitment to tackling them alongside like-minded businesses.

Climate Positive Plan

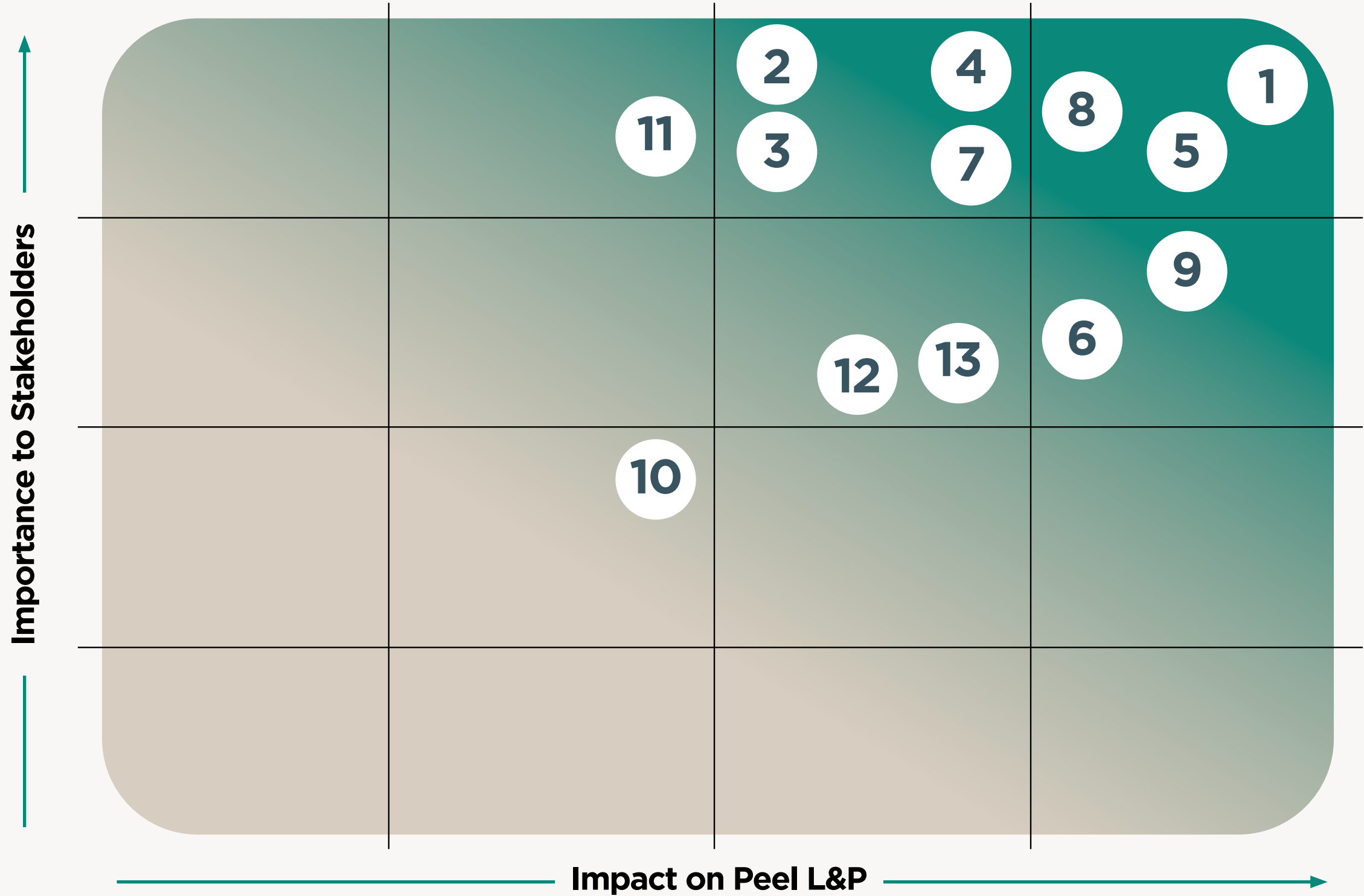
We're helping to enable a climate resilient future for all. Discover more about our commitment within our Climate Positive Plan on [page 23](#).



Materiality Matrix

Earlier this year, we undertook our first survey to specifically ask our stakeholders about the sustainability and ESG issues that matter to them, now and in the future, so that we can ensure the topics identified are built into our strategies and plans.

By consulting with people across our business, we have homed in on 13 key ESG issues and our next step is to take a deeper dive with stakeholders into the sustainability and ESG matters of greatest importance, engaging with more stakeholders across wider topic areas.



- | | | |
|---|--|---|
| 1. Transition to Net Zero Carbon | 5. Introduction of renewable energy/low carbon energy solutions | 9. Engagement with the communities in which we are active |
| 2. Building Climate Resilience through implementing climate change mitigation and adaptation measures | 6. Environmental justice. The fair treatment and meaningful involvement of all people with respect to decision-making that affects the environment | 10. Sustainable procurement |
| 3. Achieving Biodiversity & Natural Capital Net Gain to meet legislation requirements (BNG) and to understand the role of a nature-based solution in climate resilience | 7. A company governance structure that supports ESG activities | 11. A diverse and inclusive workforce |
| 4. Responsible resource management i.e. energy, water, waste | 8. Creation of local jobs and provision of training | 12. Employee training on sustainability and ESG |
| | | 13. Ensuring data quality and protection |



Nottingham University Partnership

Peel L&P has established a partnership with Nottingham University which involves the Development team working with students studying for a Masters in Sustainable Urban Design. The Peel L&P team identify real-world projects and set design briefs for the students to respond to.

In 2022, students were asked to provide masterplanning ideas for Trafford Waters and Liverpool Waters following a visit to the site and a briefing by Peel L&P's James Whittaker, Neil Baumber, Leigh Thomas and Chris Capes.

The students then had time to work on their ideas before presenting them to the course lecturers and Peel L&P team, who provided feedback to help them refine their work.



The University of
Nottingham

UNITED KINGDOM • CHINA • MALAYSIA

Waterfront UTC Careers Day

In February 2022, members of the Peel L&P team, along with P4 Planning Ltd, attended the Waterfront University Technical College (UTC) careers day at Chatham Waters.

The UTC specialises in construction and engineering and the careers day provided a space for students to learn more about the opportunities available to them once they leave education. The Peel L&P team provided advice to students on the different routes available for starting their careers in the property industry.



“It was great to meet the students and learn more about their aspirations for the future. We’ve previously facilitated partnerships between the UTC and our contractors at Chatham Waters to provide students with the opportunity to learn more about the construction industry through gaining on site work experience. This will continue with the next phase of Chatham Waters where work on 237 affordable homes will be starting shortly.”

Leigh Thomas

Property and Planning Manager



Northstone and St Peter's High School

St Peter's Catholic High School's 'Curriculum for Life', is designed to help pupils develop the knowledge, understanding and skills they need to manage their lives, now and in the future.

Northstone were invited to set the students a challenge that would help them to learn about different career options available. The competition Northstone hosted challenged the students to design a bedroom for one of Northstone's new homes at its upcoming Tulach development in Wigan.

The students were asked to consider design, colours, layout, materials and functionality.

The designs also required students to have a key focus on sustainability and energy efficiency - which is at the heart of Northstone's developments.

The competition took place in summer 2021 and the 15 winning students are now taking part in a five-year project with Northstone, based at the Tulach site in Wigan.

Throughout this five-year period, the St Peter's winning students will take part in site visits and activities through the delivery of this new community.



“

St Peter's Curriculum for Life is designed to help learners develop the knowledge, understanding and skills they need to manage their lives, now and in the future. We place a lot of emphasis on providing pupils with opportunities to experience a range of career focused activities. We are so pleased that our link with Northstone has allowed this to happen even before pupils have begun their Year 7 journey and will continue throughout their time with us.”

Catherine Welch

Head of Curriculum for Life
at St Peter's Catholic High School



“

At Northstone, we are committed to working with our communities to create opportunities for local people, no matter their age. It was a joy to work with St Peter's, and the students didn't make judging easy! The creativity and consideration that went into each and every entry was clear, and we are so looking forward to welcoming the 15 winners to Tulach so they can get a sense of what goes into building our homes.”

Jo Allen

Head of Partnerships and Development
at Northstone

Social Value Framework

Social value has been a core part of our ethos as a business for some time.

In 2020, we took it a step further and set out to develop a strategic Social Value Framework (SVF) to maximise the benefits we can deliver for our communities, occupiers and stakeholders.

Led by our Land & Communities and Homebuilding Team, we have embedded the SVF in our planning activities and now have 17 studies underway.

Ultimately, the goal of the SVF is to highlight opportunities for positive social impacts that could be delivered at a site level

and ensure that this learning is actively fed into future decision-making.

Our core approach to Social Value is the creation, evidencing, and reporting across the whole development life cycle, from the pre-planning phase through to the operational phase of the project.

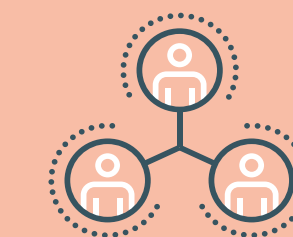
A pilot study for the baselining process of the Social Value Framework was conducted on Northstone's first development Silkash, Westhoughton in Bolton. The study identified nine social priorities ranging from health and wellbeing to local job creation and training opportunities.



160 Construction jobs supported, of which 24 will be local



8 Apprenticeships, with a social value of nearly £10,000



350 New residents, of which 220 are working age (16-64yrs)



110 Homes created with an annual social value of £660,000



1.8 Acres of green space created, with public access to a local nature reserve



12,500 Residents within 1km walking distance of green space with an annual social value of £160,000

Hythe at Wirral Waters

Completed in December 2021, Hythe's construction has met its BREEAM target rating of 'Excellent' by including low carbon procurement initiatives and innovative construction techniques which set high standards in sustainability and place it in the top 10% of all buildings for its green credentials.

Efficient building systems, sustainable urban drainage, the installation of photovoltaic panels, electric car charging points, cycling facilities, and future provisions for bike charging points all contributed to this achievement.

The construction of Hythe has also brought significant benefits to the local and the wider

Liverpool City Region economy and was underpinned by investment from the Liverpool City Region Combined Authority's Strategic Investment Fund and support from Wirral Borough Council.

Over £1.5m of the build costs were spent within the Liverpool City Region's construction supply chain, with nearly a third of the 422 contractors working on Hythe based within the Liverpool City Region. This was a direct result of Peel L&P and GMI Construction's 'Meet the Builder' events.



Northstone Sustainable design

Northstone takes a unique approach to homebuilding that showcases our design expertise and understanding of modern living. New highly sustainable homes, spaces and communities are being created in which families can thrive.

Our first development, Silkash in Westhoughton, Greater Manchester, enjoys the highest possible specifications with unique design features including:



- 25% cost savings in heat and power when compared to other new homes

- With triple-glazed windows, aluminium frames and thermal insulation, the new homes perform 16-18% better than the current Building Regulations require - and we strive to stay ahead of any future changes to the regulations

- The implementation of 'Wondrwall' technology, a self-learning system that adapts your home heating, lighting, and security according to your routine to increase energy efficiency

- EV charging capabilities at every home



- A pilot Waste Capture Scheme to better understand the waste materials we are producing from a single house build, with the intention of reducing the carbon footprint of future homes

- Reduction in the amount of plastic pipework needed to service space by combining toilet and utility areas

- Waste is avoided by standardising brick dimensions and staircase design

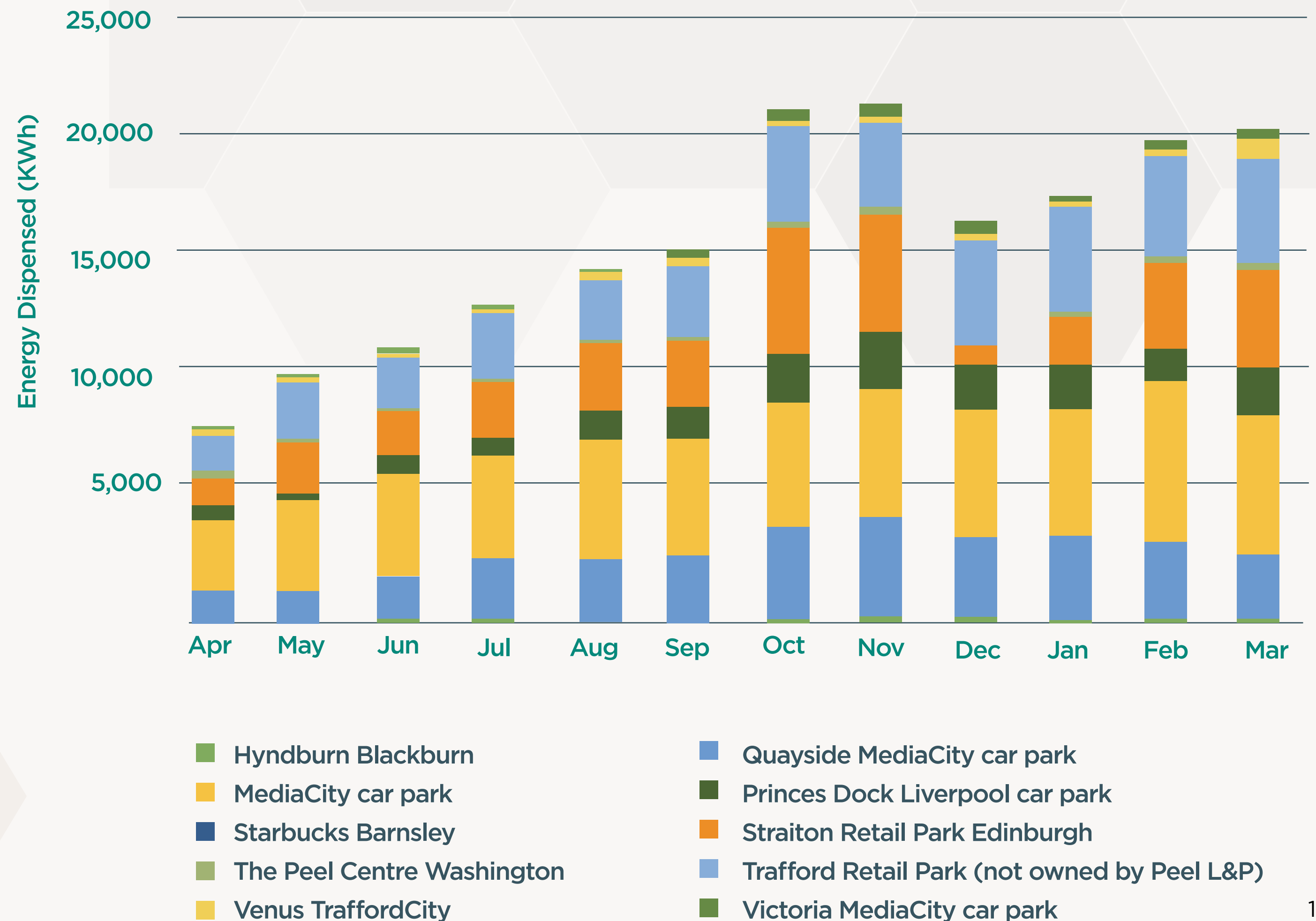
Evyve electric vehicle charging network

Last year our Evyve electric vehicle charging network served over 8,400 customers, supporting sustainable travel to a range of Peel L&P sites.

We dispensed nearly 190,000 kWh of electricity - enough to drive an average electric vehicle around 760,000 miles, the equivalent of driving round the circumference of the earth more than 30 times!

We added our first rapid chargers to the network at Trafford and Straiton Retail Parks and commenced the roll-out of installation across the Greene King pub portfolio, taking our total number of charge points to 80 by the end of the year.

Charge Point Utilisation by Site FYE March 2022



Progress on deploying renewable technologies

Strengthening community resilience

In March 2022, Peel Cubico Renewables (PCR) introduced its community benefit policy that will see every PCR renewable energy scheme being accompanied by a 'community benefits contribution package' aimed at strengthening community resilience and focusing on decarbonisation. This extends to onshore solar, wind and 'energy park' projects that incorporate a mix of technologies.

With a programme of community engagement and idea generation, the resulting packages aim to be durable, flexible, and an ideal fit for the community.

Peel NRE is also developing on-site solar energy schemes to serve existing Peel L&P assets, helping to decarbonise their energy consumption.

Solar Strategy

To support Peel L&P's target of reducing its purchase of third party procured energy by 10% by 2026, we are continuing to evaluate existing energy use

across the Peel L&P estate by identifying suitable buildings and car parking areas where solar panels could be installed to offset on-site energy use and potentially wider Group electricity requirements where surplus energy could be exported to the grid.

We are exploring a number of different business models on how our on-site solar strategy could be deployed depending on the scale, level of investment and complexity of supplying different on-site consumers.

In addition, we are continuing to engage with third-party investors, such as Octopus Renewables and Zestec Asset Management who have expressed an interest in working with Peel L&P as part of a joint venture relationship.

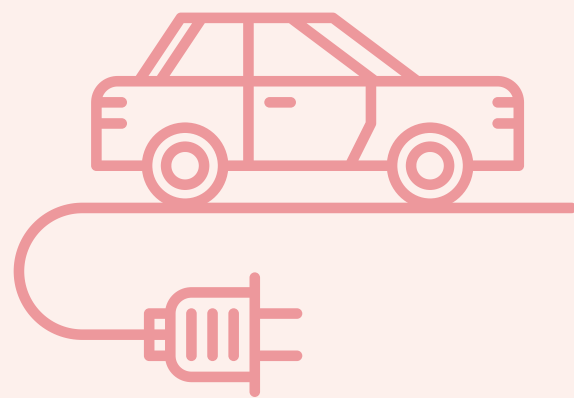


Energy and Carbon



Re-certified to ISO 50001 for our eighth consecutive year

18% energy reduction (across the ISO 50001 portfolio from a 2014 baseline)

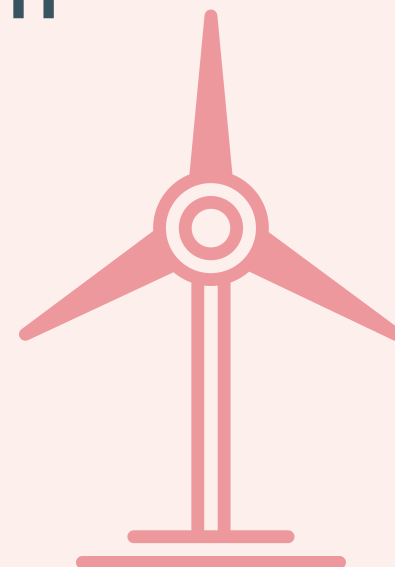


10 new EV charging points installed, bringing the total across our sites to 72

1 new development with on-site solar power



Over 5,700 MWh of wind energy generated



2,703 tonnes of CO₂ saved during 2021-22

Waste & Water

Zero waste to landfill for the fourth year in a row

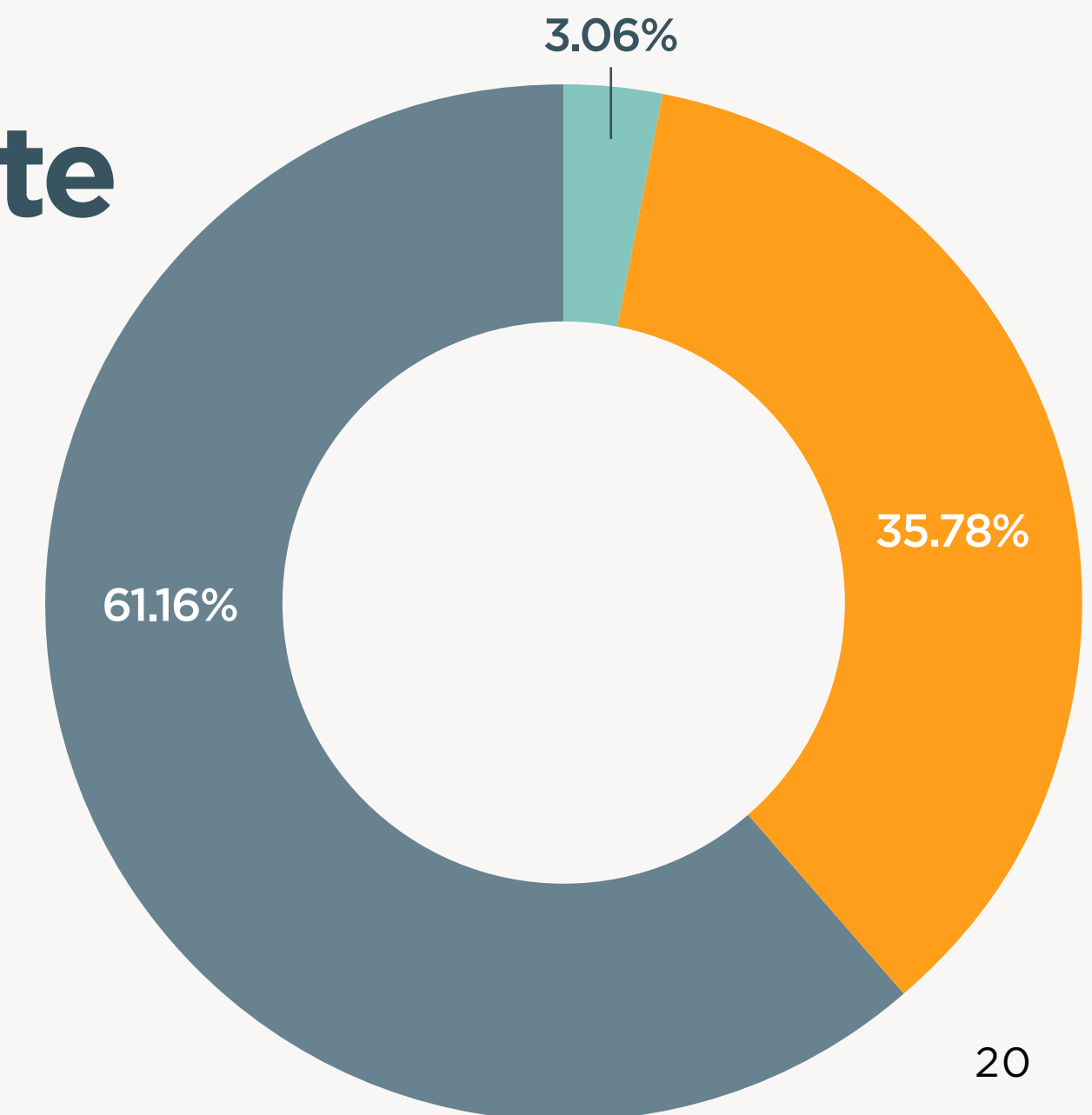
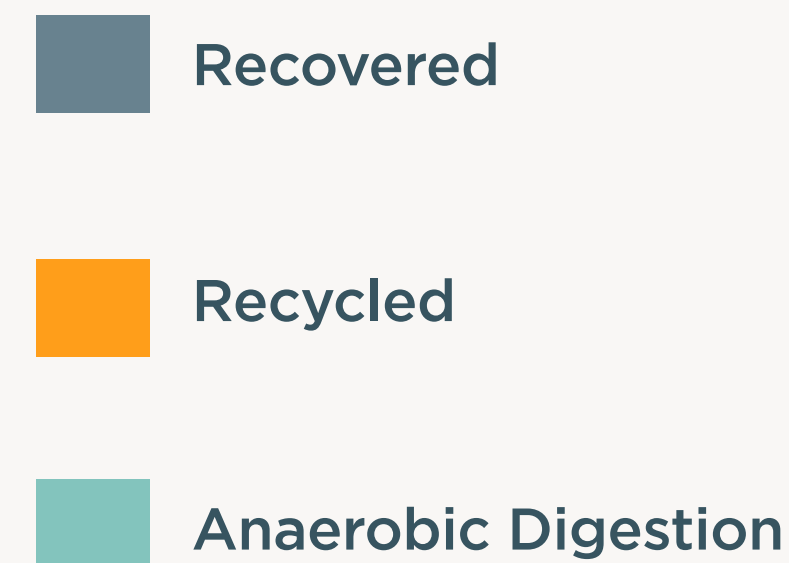


750 tonnes of waste directly recycled



34% reduction in water consumption (compared to baseline year)

Reducing Waste

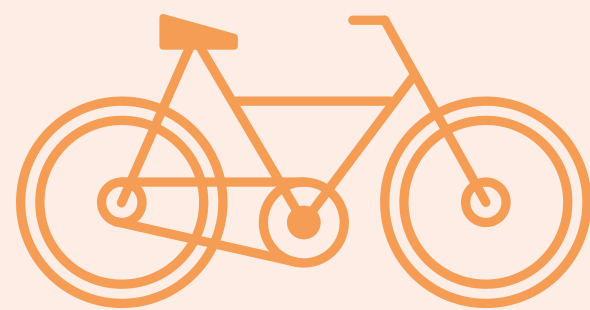
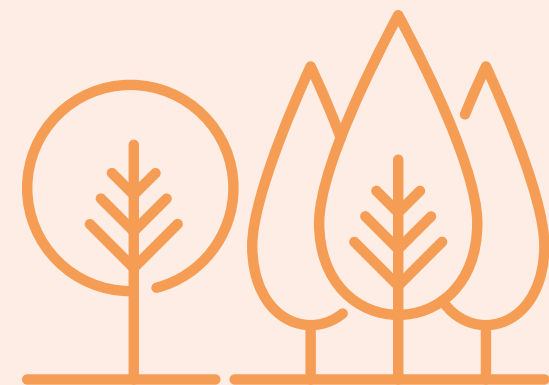


Our construction activities



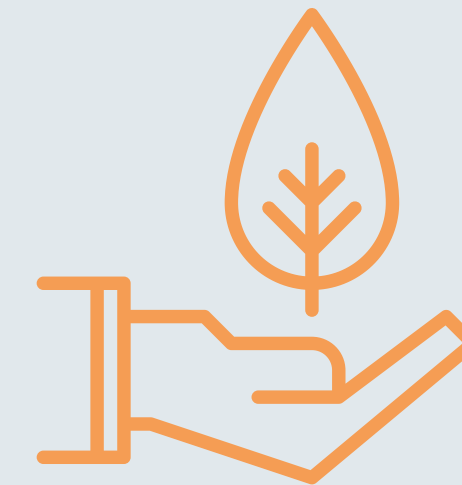
769 homes created by facilitation

8 acres of public realm created



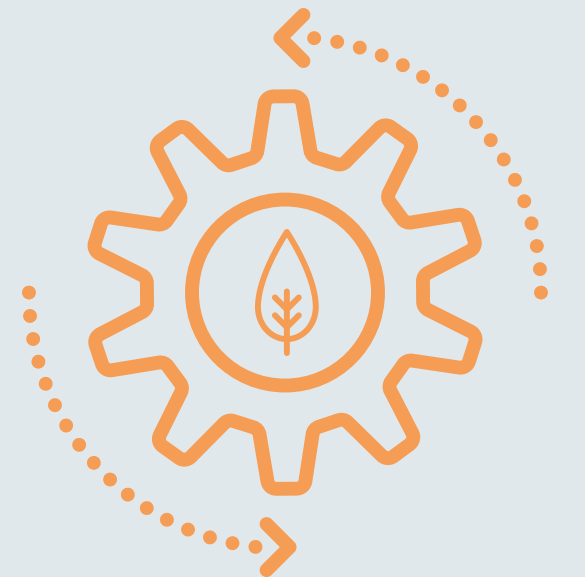
4.5km of new bike pathway created

Natural Environment



37 acres of designated conservation sites on Peel L&P land

1,467 acres of land with a Biodiversity Net Gain assessment



307 trees planted

Our people

Over 2,000 hours of training undertaken by our people

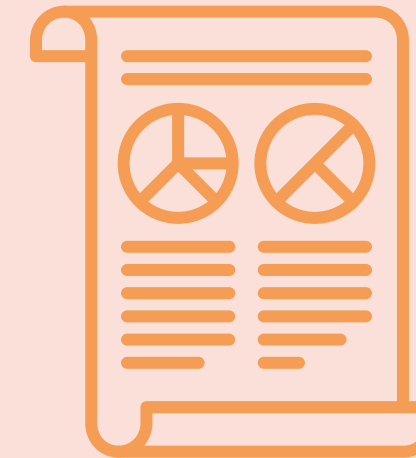


52 new jobs created at Peel L&P

18% of our workforce hold a carbon literacy certificate



Investment in the north west

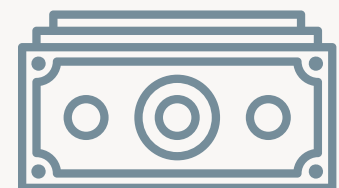


Over £400,000 spent on research and development opportunities



Over £132 million was spent with Greater Manchester businesses

Giving Something Back



Over £500,000 in cash donations



Over £200,000 of in-kind donations



Over 5,600 hours of volunteer work by Peel L&P and partners on community projects

Climate Positive Plan

In January 2022, we joined Business Declares, acknowledging the urgency of the climate and ecological emergencies and our commitment to tackling them alongside like-minded businesses.

As part of this, we also published a Climate Positive Plan in which we have committed to becoming climate positive by 2030.

This means showing how we will take more greenhouse gases out of the air than we produce, and we will report annually on our progress towards this goal.

We will:

- Use data from Peel L&P Holdings (UK) Limited's Streamlined Energy and Carbon Report to assess our annual carbon emissions
- As a minimum, use the 22 targets within our SDG led Sustainability Five Year Plan to measure and report our progress
- Create a Taskforce on Climate-related Financial Disclosure Action Plan in 2022
- Use our natural capital assessments to explain how our developments contribute to climate resilience
- Work with stakeholders to understand the significance of Scope 3 (indirect) emissions and how we can work together to reduce them
- Produce an update on our climate positive activities annually



**Business
Declares**



Climate Risk Assessments

Climate risk assessments are a vital tool, helping us to identify climate-related risks associated with our assets, and integrate adaptation measures into our Asset Management Plans to ensure we adapt to the changes in climate we are likely to experience up to 2060.

In the last year, we have analysed data and are now able to provide summaries for different assets or groups of assets – for example a particular portfolio or partnership with an investor.

Climate Risk Assessments look at a variety of indicators including volumes, type and changes in precipitation, low and high temperatures, changes in sea levels and extreme wind. Potential risks are identified and will be incorporated into management plans – ensuring the long-term viability of the asset.

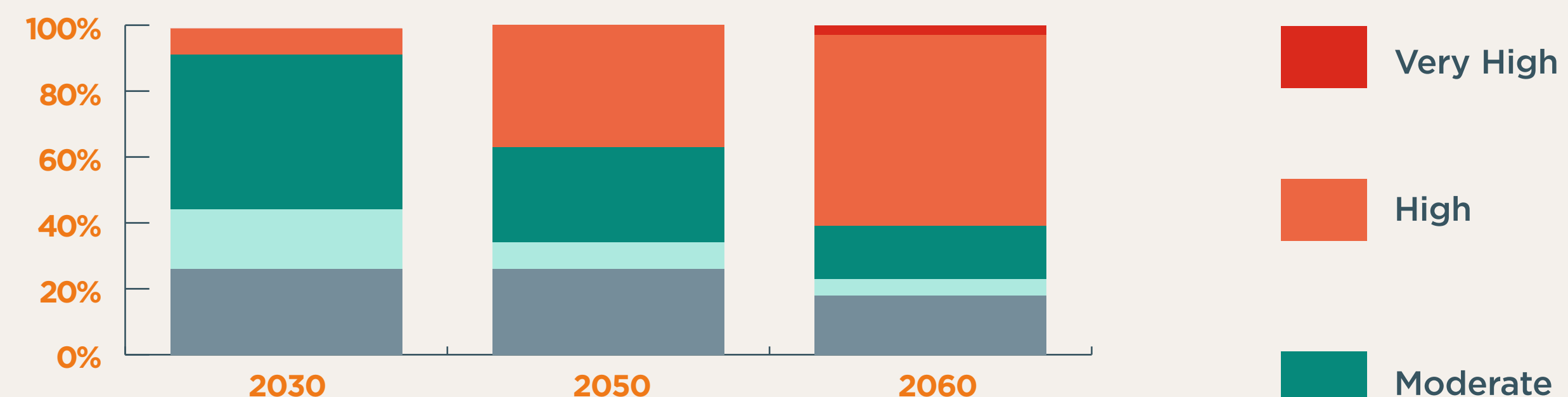
No. 12 Princes Dock, Liverpool Waters

Asset Climate Resilience

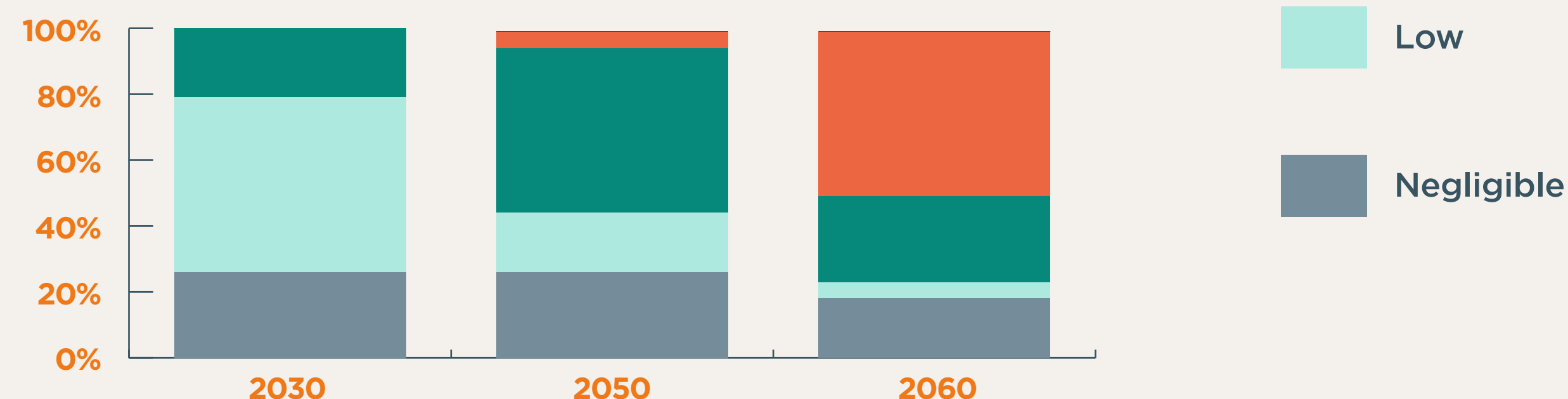
The graphs below summarise the current climate resilience of No. 12 Princes Dock (graph one), compared with its future climate resilience (graph two) if the adaptation measures we've identified are undertaken. Graph two shows a significant

decrease in the number of 'High' risks, with none in 2030, and no longer any 'Very High' risks in 2060 following the implementation of the adaptation measures.

Graph One: Current climate resilience without adaptation measures



Graph Two: Future climate resilience with adaptation measures



Scope 3 studies

Scope 3 emissions are the indirect emissions not included in Scope 1 and 2 that occur in our value chain, often from our supply chain.

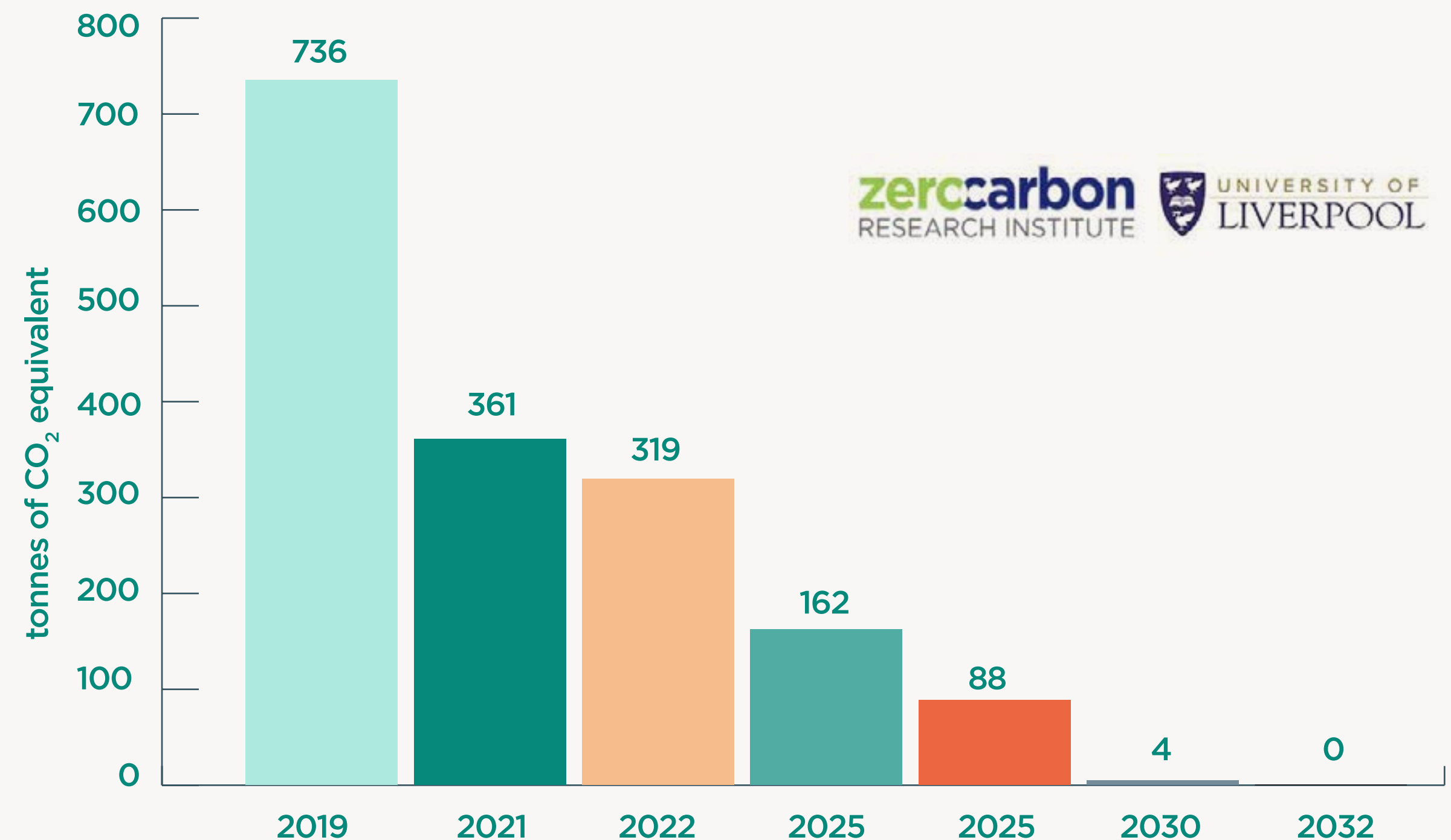
While we do not have direct control over these operations, it is important we identify Scope 3 emissions and work with our partners, occupiers, supply chain and investors to move towards Net Zero Carbon.

For example, a study of The Vic at MediaCity was completed in the last 12 months and found Scope 3 emissions represent 49% of total building operational emissions*.

Through this work, we have now identified actions we can take with our partners and supply chain to achieve net zero emissions.

We are now applying our Scope 3 model to other commercial buildings as we move towards our goal of Net Zero Carbon operations by 2030.

A Scope 3 study of The Vic at MediaCity has been completed:



*For this study, we used energy consumption from a whole building level, excluding the occupier's energy consumption from Scope 3 and reporting it with the landlord's consumption in Scope 1 and Scope 2. Moving forward we will separate landlord and occupier consumption to better reflect the breakdown of emissions from our commercial buildings.

The whole building energy consumption was reported in Scope 1 and Scope 2, therefore tenant carbon emissions associated with energy consumption are omitted from the 49%.

| Carbon capture demonstration project

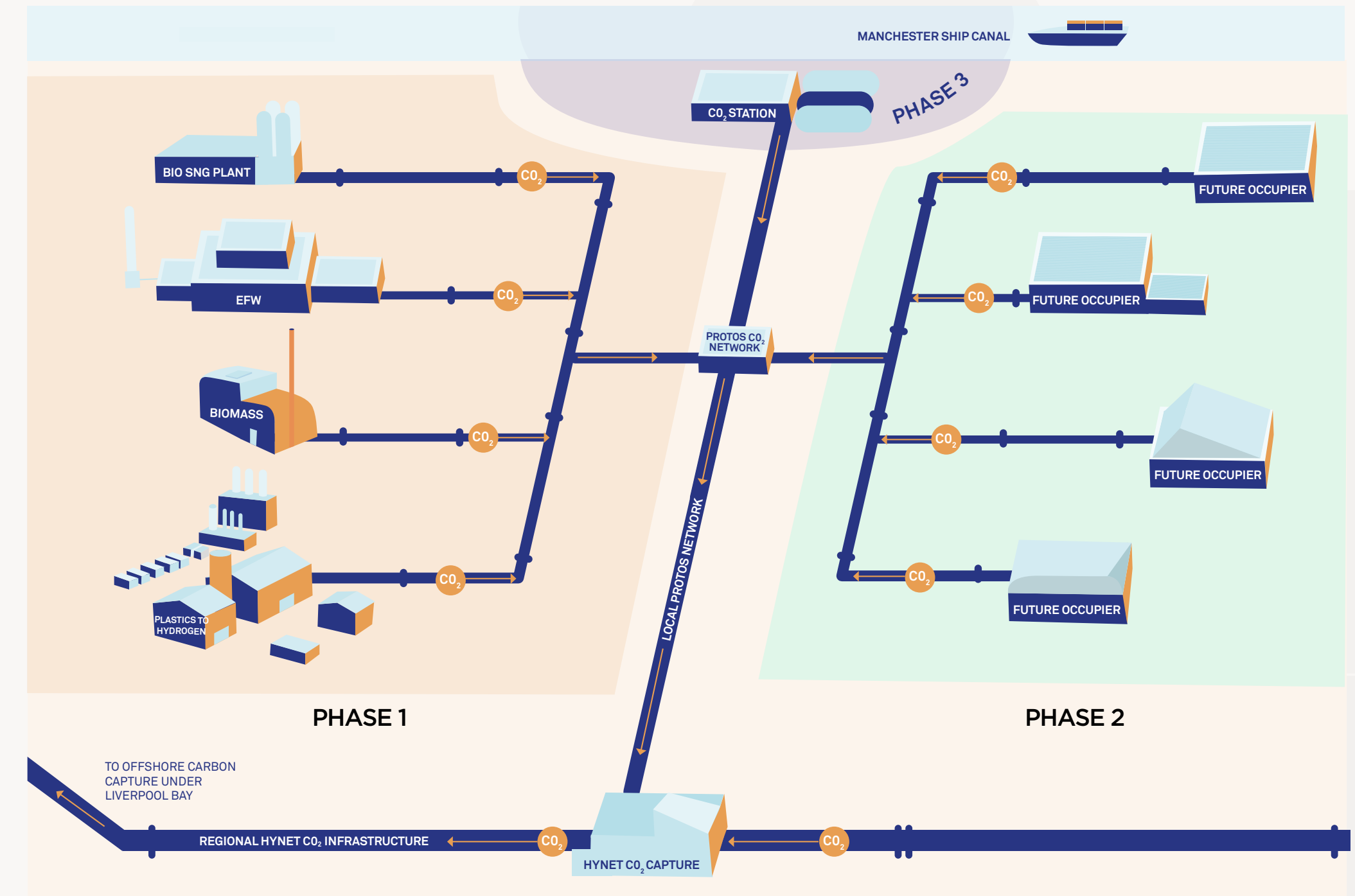
In May 2021, Peel NRE and waste to energy provider, Bioenergy Infrastructure Group (BIG) secured £250,000 from the Department of Business, Energy & Industrial Strategy's (BEIS) Net Zero Innovation Portfolio for the Ince Bioenergy Carbon Capture and Storage project (InBECCS) located at Protos, our low carbon energy cluster in Cheshire. The project funded design work for a carbon capture demonstration facility – based on innovative technology developed by C-Capture Ltd – at Ince Bio Power, the largest waste wood gasification plant in the UK.

The InBECCS project will pioneer the first negative

emissions project in the North West and could be ready as early as 2025.

Carbon capture and storage is vital to help the UK reach Net Zero Carbon by 2050. Of the five scenarios presented by the Climate Change Committee (CCC) on how the UK can achieve net-zero, all include bioenergy with carbon capture and storage (BECCS). However, current technologies lack commercialisation and scale. This project seeks to help to scale BECCS, utilising a world-leading, chemical solution from C-Capture, to capture over 7,000 tonnes of carbon every year. C-Capture has a unique technology, which offers a safe,

low-cost way to remove carbon dioxide and is well suited to large-scale capture of CO₂.



PHASE 1:

Initial operators at Protos linking to CO₂ network

PHASE 2:

Potential to transport CO₂ to site from other locations

PHASE 3:

Future occupiers on the CO₂ network

Northstone's Airie and Biodiversity Net Gain

Airie in Bolton is a mix of 2, 3 and 4 bedroom sustainable homes set within lush green spaces and local amenities. The new homes are now for sale and the first show homes will launch in August 2022.

The planning application, now approved, was one of the first to be voluntarily submitted in Greater Manchester with a Biodiversity Net Gain (BNG) assessment. The mandatory requirement to submit BNG assessments comes into force in England in 2023.

The BNG assessment compared baseline conditions to the plans for development and concluded that the plans will provide a net improvement to the biodiversity of the site, increasing biodiversity by 11%.

At Peel L&P, we are now demonstrating a minimum of 10% BNG on all new projects as standard.



Glasgow Waters and the Yorkhill Bee Garden



Working with local community partners Centurion Way and Yorkhill Park Community Group, Peel L&P is providing nectar-rich habitats, supporting local biodiversity and improving understanding of local pollinators.

- A 'Bee Café' has been planted by local children with colourful and nectar-rich plants, with illustrations of the bumblebees most likely to dine at the café.
- Having recorded a diverse community of butterflies, bees and other wildlife, the wildflowers were allowed to bloom for the first time in years.
- Dandelions, Ox-eye daisies, Hedge Woundwort and Cuckooflower, which is the food plant for the Orange-tip butterfly, all flowered. Common spotted orchids also popped up to say hello!
- A full 'Butterfly Bistro' is also planned!
- The area has also benefited from the reuse of historic quay cope stones to create seating.
- With local children involved in both planting and maintenance, the project has played an important role in increasing knowledge of pollinators and has instilled a sense of pride in the area.

Wildflower planting on the Bridgewater Canal

The Bridgewater Canal estate is home to numerous species of wildflowers including buttercups, chamomile, and clover, which provide a rich habitat for bees, hoverflies and an amazing number of dragonflies and butterflies.

As a health and safety measure, the grass verges between the towpath and water's edge were regularly cut to ensure that the water's edge is visible to all users. This resulted in wildflowers and plants being mown along with the grass.

To mitigate this in 2021, the Bridgewater Canal Company

began a programme of retaining wildflowers and plants in locations that did not present a risk to users. This included a programme of sowing and planting of wildflower seeds and plugs in various locations along the offside of the canal towpath away from the water's edge.

Working with partners and volunteer groups, we have increased the overall number of wildflowers and plants along the length of the canal for all to enjoy – including the bees!



A blueprint for biodiversity banking

Peel L&P is set to receive funding from the Environment Agency's Natural Environment Investment Readiness Fund (NEIRF). This grant will be used to develop a blueprint for biodiversity banking across the North of England.

The funding will enable a range of investigations into habitat enhancement and restoration, to support the improvement of local biodiversity, starting with Peel L&P's c.30ha Speke and Garston Coastal Reserve in Liverpool.

Further projects have also been identified in Salford, Bolton and

South Yorkshire, encompassing saltmarsh, peatland, grassland and woodland ecosystems; an area totalling 500+ha.

With the royal assent of the Environment Act late last year, Biodiversity Net Gain will become a mandatory requirement in 2023. Peel L&P is excited to receive this funding and to work in partnership with local and national stakeholders to better understand how biodiversity banking can work for landowners, developers and the environment in the North of England.



Protos comes alive with nature!

Over 50 hectares of land are being dedicated to nature at Protos in Cheshire where over 2,600 trees have already been planted.

Snipe Haven and Goldfinch Meadows are two purpose built habitats which are home to an array of flowers, butterflies and birds. Large constructed ponds and scrapes with wetland fringes give the perfect environment for water dwelling wildlife.

In 2021 work commenced on the creation of a further three areas dedicated to nature, including

scrapes and waterbodies specifically designed to provide food and shelter for water voles and wading and overwintering birds from the adjacent River Mersey. The areas are due to be completed early 2023 with tree planting taking place over winter.



Sustainability Survey: 2022 Results

Our annual sustainability survey helps us to gather feedback from our own people and build a more climate resilient business whilst supporting individuals on their own sustainability path.



95% of our people say Net Zero Carbon is still important for Peel L&P

.....

98% of our people think we should still support the climate emergency and biodiversity crisis

.....



In 2021, **over 100 people** received **Development Director Toolkit training**

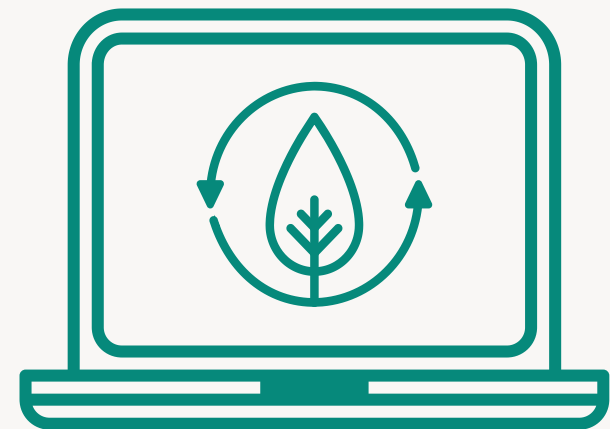
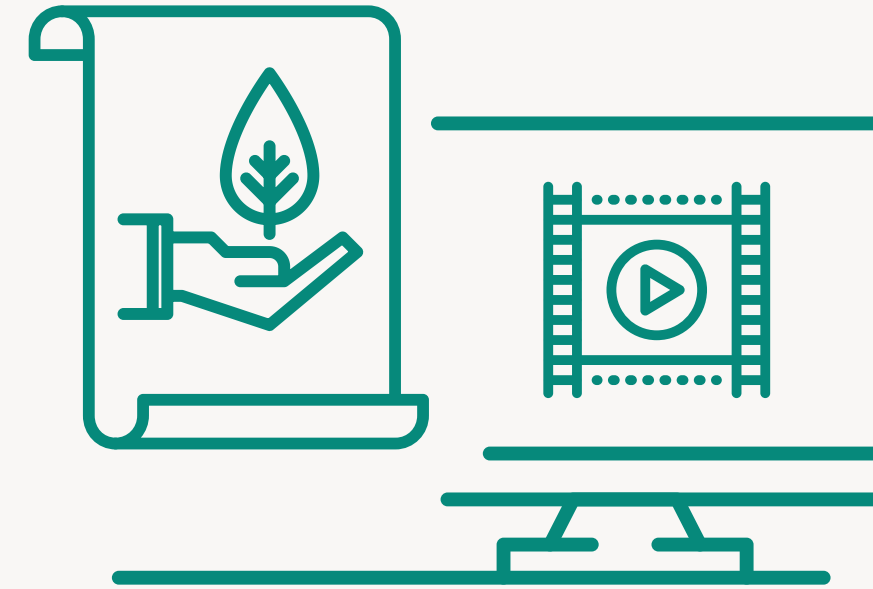
.....

60% read December's Sustainability Update 3.0 2021



Sustainability First

67% of our people have seen one or both of the **annual Sustainability & ESG Report 2020/21** and **Peel L&P's sustainability journey video**



In 2021, we updated the sustainability page on Peel L&P which **80% of our people have visited**

Most recognised SDG is Goal 11: **Sustainable Cities and Communities**



79% of our people have heard of **Biodiversity Net Gain**



Two thirds of our people have seen our **letter of commitment to Business Declares**

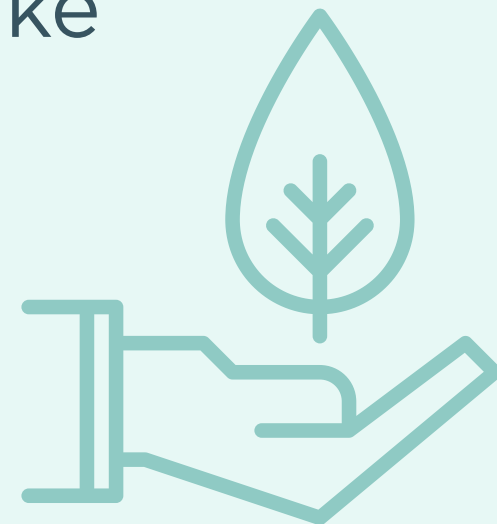
83% have heard of our **ISO 50001 energy management system**



Future focus

The **top priority** for the Sustainability & ESG Team to focus on is the **upskilling of our people**.

Our people would like to be trained on:



Sustainability Essentials

.....

**SUSTAINABLE
DEVELOPMENT
GOALS**

**The Sustainable
Development Goals
(SDGs)**

.....

Carbon Literacy



In our internal comms, they would like to see more of:

Tips on how to be sustainable at home and in the office

.....

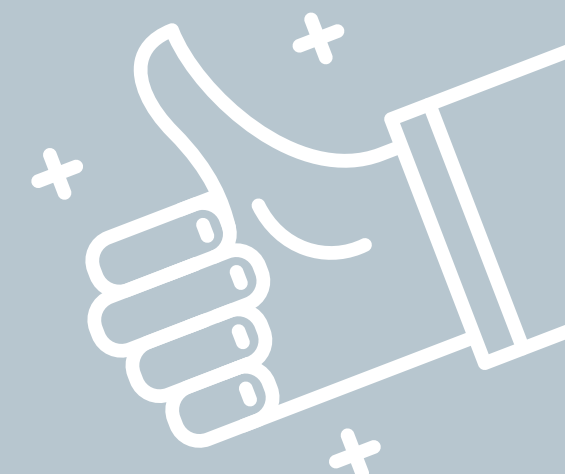


Guidance for changes in legislation

.....

Further graphics on **our performance**

.....



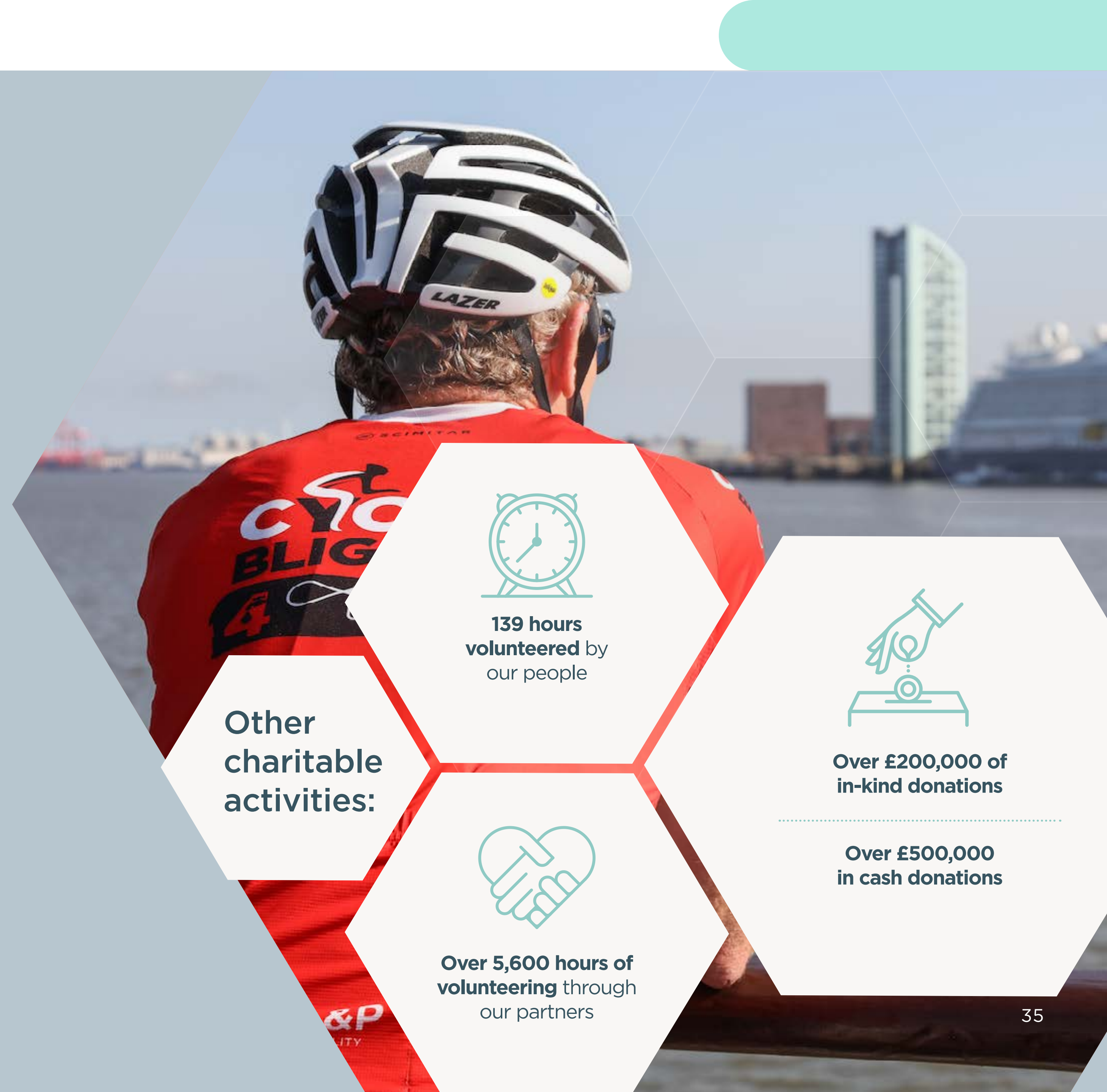
Ensure our **sustainability policies** are met

Peel L&P's James Whittaker completes Cycle Blighty challenge for WaterAid

After cycling 3,500 miles, consuming and burning almost 250,000 calories and raising over £65,000 for WaterAid, James Whittaker, Peel L&P's Executive Director - Development, completed his Cycle Blighty Challenge on Friday, 30 July 2021 - 31 days after he set off on his herculean mission to cycle the entire coast of Britain.

Over 300 individuals including a significant number of businesses gave to the Cycle Blighty fund which has meant James more than doubled his original target of £25,000.

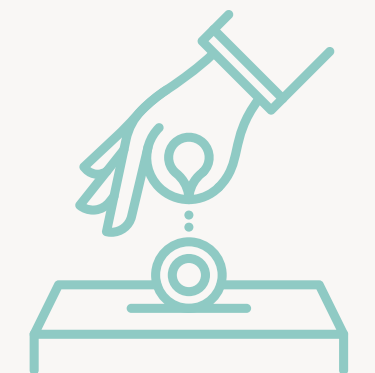
Due to the generous giving from so many, including the main sponsor The Morson Group who have given over £10,000, the funds will go even further to provide clean water to African communities that need it the most.



Other
charitable
activities:



139 hours
volunteered by
our people



Over £200,000 of
in-kind donations



Over 5,600 hours of
volunteering through
our partners

Over £500,000
in cash donations

The Protos Community Forum

The Protos Community Forum is made up of local elected representatives and provides a critical link between the community and the project team.

The Protos community benefit fund was set up in 2016 and is administered by a sub-group of the Protos community forum who meet to consider applications. Funds are available for local community causes every year and open to bids for funding from organisations and causes in local parishes.

Transport, community buildings, sport, youth, and heritage are among the wide range of causes considered.

Peel NRE contributed £50,000 to the fund in both the 2021 and 2022 calendar years.

One local project that benefited in 2021 was a green waste recycling project run by Horn's Mill Primary School in Helsby, Cheshire. Pupils at the school have been learning how recycling food and garden waste can not only benefit the environment and help reduce

our carbon footprint, but be fun and rewarding too. Children not only learnt about waste recycling in the classroom, but they also put their lessons into practice, with their own composting scheme which they then used to grow their own produce including potatoes, carrots and strawberries.



A new plastic reduction partnership at Wirral Waters

At Wirral Waters, we have teamed up with Changing Streams CIC and The University of Liverpool, to tackle pollution in the construction industry, which is one of the largest users of plastics in the UK.

As well as becoming a member and signing up to the Changing Streams Charter, we are piloting a project to significantly reduce our plastic footprint at our Wirral Waters development.



“

There have been very few efforts to understand how and why plastic is used in construction and, more importantly, if and where it may be exchanged for plastic-free alternatives.

This partnership between Peel L&P, Changing Streams CIC and the University of Liverpool is the first dedicated attempt to tackle this issue on a large, landmark scheme. Our first project together will be an initial step in a long-term plan that will help position the Liverpool City Region as a thought leader and driver of change in the construction industry.”

Dr Gareth Abrahamus

Co Founder & Head Of Building Design Research at Changing Streams CIC

Changing
Streams



UNIVERSITY OF
LIVERPOOL



Wirral Waters

| Supporting Plastic Free Mersey

We've recently celebrated the first anniversary of a new initiative called Plastic Free Mersey of which Peel NRE is supporting.

The partnership is led by environmental charities Thames21 and Mersey Rivers Trust and brings together businesses in the plastic supply chain, academics, partners,

non-governmental organisations and residents to help clean up the River Mersey area.

Since April last year, 2,670 pieces of litter have been collected from rivers and streams and 30 volunteers have been trained as citizen scientists to help collect valuable data to help tackle the plastic pollution challenge.



“

Plastic Free Mersey supports conversations between companies and organisations around plastic pollution in the North West and collects data to help inform future system and behavioural changes.

We've joined the cause to help form long-lasting relationships that will make a real difference in tackling plastic waste which ends up in the River Mersey and surrounding areas. We're proud to be involved in such a collaborative project on the Mersey where a lot of our own projects are based and it builds on work we've done for some time with Mersey Rivers Trust.

At Protos, Peel L&P's low carbon energy cluster in Cheshire, Peel NRE hopes to connect occupiers of the planned

'Plastic Park' with the work of Plastic Free Mersey to identify how plastic waste could best be managed through recycling and reprocessing. Part of the park will feature another UK first - a plastic-to-hydrogen facility which will turn plastics that cannot be recycled or reused into cleaner fuel for HGVs, buses and cars. The Plastic Park is a blueprint for innovative plastic processing and treatment technologies in the UK.”

Lois Kay

Sustainability and Engagement Manager at Peel NRE

Retail outlets trial new technology

Our Lifestyle Outlets at Gloucester Quays and Quayside MediaCity at Salford Quays are trialling Sipple hydration stations where customers can refill their existing water bottles with tap water for free to help reduce single-use plastics.



So far, the machines have prevented over 2,000 plastic bottles from littering the environment!



| Peel NRE's Plastic Park

In October 2021, Peel NRE submitted a planning application for a Plastic Park to be developed at Protos in Cheshire (this scheme received unanimous planning permission in June 2022). Once built out, the park will cluster together innovative processing and treatment technologies to get the most value from plastic waste.

Two facilities at the Plastic Park have already received planning consent – the UK's first waste plastic to hydrogen facility using pioneering Powerhouse Energy technology and a PET (polyethylene terephthalate) recycling plant that will take

food and beverage packaging, such as plastic bottles, and recycle them for use in making new packaging products.

The 2021 application followed a public consultation where nearly 300 local people took part. An overwhelming majority of respondents agreed that more plastic recycling facilities are needed in the UK.

Peel NRE's innovative Plastic Park will contribute significantly to the North West of England becoming carbon neutral by 2040. As well as reducing the need for virgin plastic, the facilities will save over 190,000 tonnes of CO₂ every year when compared to landfill.

“

As our pre-application consultation showed, the issue of plastic waste is high up the agenda. By clustering various treatment technologies together in one place, we can maximise the amount of plastic that can be recycled and create a circular economy in the North West. Over time, the flow of materials between the different facilities means vehicle movements will reduce and we will use any plastic that can't be recycled to create hydrogen which can be used as a clean fuel for HGV's, buses and cars.

This will not only create 147 jobs and address the urgent need to tackle plastic waste, it'll also deliver significant carbon savings, helping the North West reach its ambition to be the first net zero region in the UK.”

Richard Barker,

Development Director at Peel NRE,
part of Peel L&P



Last year we adopted a fifth UN SDG commitment - SDG13 on Climate Action. We now have 22 five year targets, each with their own annual goals.

We undertook the annual review of our targets in June and we have not added any further targets this year.





SDG 12: Continually improve the sustainability of our existing assets

Energy



Our Targets
15% reduction in absolute or activity-related energy use or greenhouse gas emissions, cumulatively from a 2018 baseline.

We will develop and report progress against a Science-Based Target.

We will assess the Scope 3 (indirect) greenhouse gas emissions for our Net Zero Carbon asset portfolio.

Progress
We have:

- Achieved the annual energy reduction milestone of 3% for our Lifestyle Outlets at Gloucester Quays and Quayside MediaCity. Over the next year, they will adopt the Science-Based Target now used by other Peel L&P assets.
- Re-certified to the ISO 50001:2018 energy management standard for the 8th consecutive year, with no non-conformities.
- Encountered some data collection issues over the past year, which we will endeavour to resolve in 2022/3.
- Developed and tested a Scope 3 model on The Vic at MediaCity, which will be applied to other assets this year.

2019/20 2020/21 2021/22



Waste

2019/20

2020/21

2021/22



Our Target

Zero waste to landfill from Peel L&P sites.

Progress

We have:

- Sent zero waste to landfill for four years in a row.

On track

On track

On track

Our Target

20% increase in recycled waste, cumulatively from a 2018 baseline.

Progress

We have:

- Achieved an overall 36% recycling rate but this is down by 4.59% due to COVID circumstances.

In progress

In progress

In progress

Water

2019/20

2020/21

2021/22



Our Target

20% reduction in absolute or activity-related water use, cumulatively from a 2018 baseline.

Progress

- We have:
- Reduced our water consumption by 34% compared to baseline year.

In progress

On track

On track

Our Target

Provide public access to free drinking water at all developments.

Progress

- We have:
- Installed Sipple hydration stations at Gloucester Quays and Quayside MediaCity Lifestyle Outlets which not only provide free drinking water on site, but give the option of vending chilled water. Metal reusable water bottles can be purchased from the machines, to prevent the use of single-use plastic bottles.
 - Completed a study which has assessed the implications of installing public drinking water stations at all sites.
 - Included the requirement to provide public access to free drinking water in our Development Director Toolkit for all new developments.

In progress

In progress

On track

Procurement

2019/20

2020/21

2021/22

TARGET12-6



ENCOURAGE COMPANIES TO ADOPT SUSTAINABLE PRACTICES AND SUSTAINABILITY REPORTING

Our Target
All suppliers to meet Peel L&P’s minimum sustainability requirements.

- Progress**
We have:
- Created a new Procurement Hub on our website containing information for suppliers, such as policies and our Supplier Code of Conduct.
 - Developed a Supplier Sustainability Assessment that will be rolled out to all suppliers, starting this year.
 - Written ESG KPIs into Peel L&P level waste, M&E and security contracts.

 In progress

 In progress

 In progress

TARGET12-5



SUBSTANTIALLY REDUCE WASTE GENERATION

Our Target
Identify unnecessary single-use plastics across our portfolio and replace with more sustainable alternatives.

- Progress**
We have:
- Improved our relationship with our office consumables supplier and continue to review the sustainability of available products with them.
 - At Wirral Waters, we have partnered with Changing Streams CIC and the University of Liverpool to undertake a pioneering project investigating how to eliminate plastics from construction projects.

 In progress

 In progress

 In progress

TARGET12-2



SUSTAINABLE MANAGEMENT AND USE OF NATURAL RESOURCES

Our Target
Increase the number of electric vehicles in the Peel L&P fleet year on year.

- Progress**
We have:
- Increased the number of fully electric vehicles in the fleet from 26 to 35 (up by 9). The number of hybrid vehicles has increased from 35 to 68 (up by 33).

 On track

 On track

 On track

Sustainability reporting

2019/20

2020/21

2021/22



Our Target
Produce a five year sustainability report.

Progress
We have:

- Used an expanded set of ESG indicators in our annual ESG Metrics exercise this year.

On track

On track

On track

Our Target
Conduct an annual Sustainability Survey: seek employee opinion on our office sustainability and ways to continually improve.

Progress
We have:

- Completed an annual sustainability survey in January for the sixth year in a row.

On track

On track

On track

SDG 11: Support the development of sustainable low-carbon communities, transport, energy and infrastructure



Buildings

2019/20

2020/21

2021/22



Our Targets
All our new commercial buildings will be BREEAM ‘Very Good’ or ‘Excellent’ where relevant.

Progress
We have:

- Created an ‘Excellent’ BREEAM commercial workspace called Hythe, at Wirral Waters.
- Created a ‘Very Good’ BREEAM retail space for Starbucks, at Barnsley Retail Park.

In progress

In progress

In progress

Our Target
Report progress towards creating 150 acres of public realm at our Peel Waters sites.

Progress
We have:

- Created 3.17 acres of public realm at Chatham Waters and Wirral Waters, bringing our total to 29.40 acres.

On track

On track

On track

Our Target
We will undertake carbon appraisals to quantify the embodied carbon in different assets and to understand how this can be reduced.

- Undertaken a whole life carbon assessment at a Manchester Waters residential scheme, as well as an embodied carbon assessment of a Northstone house.

In progress

In progress

SDG 8: Create new training, employment and local business opportunities through our regeneration activities



Jobs & Skills		2019/20	2020/21	2021/22
<div> <div>TARGET8-6</div> <div> </div> <div>PROMOTE YOUTH EMPLOYMENT, EDUCATION AND TRAINING</div> </div>	Our Targets We will help 200 people to get into work by facilitating apprenticeship opportunities across all appropriate development projects.	<div>● In progress</div>	<div>● In progress</div>	<div>● In progress</div>
	Revised Target: Projects to demonstrate an uplift against Peel L&P’s Social Value Framework five core priorities by 31st March 2026.		<div>● In progress</div>	<div>● In progress</div>
Progress We: <ul style="list-style-type: none"> Facilitated nine new apprenticeships across levels three to seven at Peel L&P. Hosted four people on work placements. We: <ul style="list-style-type: none"> Trained Peel L&P teams on the Social Value Framework and 17 studies were underway by 31st March 2022. 				

Sustainable tourism		2019/20	2020/21	2021/22
<div> <div>TARGET8-9</div> <div> </div> <div>PROMOTE BENEFICIAL AND SUSTAINABLE TOURISM</div> </div>	Our Target We will encourage 80 million visitors to our sites, to support the local economy.	<div>● In progress</div>	<div>● In progress</div>	<div>● In progress</div>
	Progress We: <ul style="list-style-type: none"> Completed a review of sustainable travel resources on our websites, which will be taken forward by our new Sustainable Communities Marketing Manager in 2022/23. Created 4.5km of new bike pathway. 			

SDG 13: Take urgent action to combat climate change and its impacts



Climate resilience and adaptation

2021/2022



Our Target
Demonstrate how we have contributed to climate change mitigation and adaptation through the implementation of a Climate Action Plan

Progress
We have:

- Acknowledged the climate and ecological emergencies by joining Business Declares, affiliated with the Race to Zero campaign, in October 2021.
- As part of our commitment to Business Declares, we produced a Climate Positive Plan in January 2022. We will report our progress annually.

In progress

Carbon literacy

2021/2022



Our Target
All Peel L&P colleagues to be Carbon Literate

Progress
We have:

- Trained a further 22 people, meaning that 18% of our employees are now Carbon Literate, up from 14% last year.
- Been awarded the Carbon Literacy Bronze Award.

In progress

SDG 15: Help communities to connect with nature



Biodiversity

2019/20

2020/21

2021/2022



Our Targets

Adopt natural capital accounting to quantify and understand the deficit and surplus of ecosystem services across Peel L&P landholdings and assist in our land-use decision-making processes.

Northstone, our homebuilding division, will report annually against its Connecting Communities with Nature commitment.

Progress

- We have:
- Undertaken Biodiversity Net Gain assessments on a total of 1,467 acres of our land.
 - Continued to undertake natural capital assessments.
 - Created 8 acres of new public realm.
 - Created 1 acre of surface water lagoon.
 - Planted 307 trees.
 - Continued to work with Defra on phase 2 of the Biodiversity Credits Scheme Pilot.
 - Worked with partners to better understand habitat banking in the North West.
 - Produced Northstone’s first Sustainability Report. Next year, the report will integrate progress against the 9-point Connecting Communities with Nature commitment.

In progress

In progress

In progress

In progress

In progress

Awards and accolades



Supporting a community for professionals across UK real estate with fewer than 10 years' experience



Providing business support on the UN SDGs in Liverpool



Demonstrating support for the UN SDGs



Voted one of the country's best employers



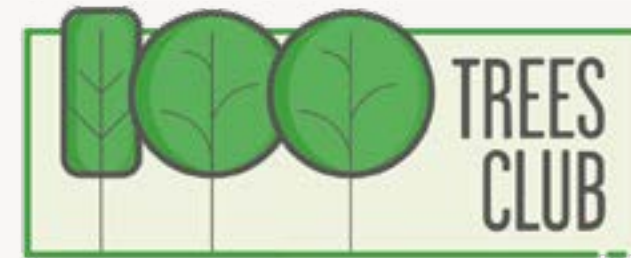
MediaCity joined GRESB in 2021



Working with like-minded businesses to take authentic climate action



Demonstrating our commitment to sustainability through the UK Green Building Council



Helping City of Trees to plant a tree for every person in Greater Manchester



Successfully gained membership of the charter championed by Metro Mayor Andy Burnham



We are proud to retain our status as one of the Top 100 best companies



Demonstrating the micro-mobility and commuter friendliness of MediaCity



Managing our workspaces with environmental and social responsibility



The first developer to achieve the BREEAM communities standard at MediaCity in 2011



The first major property company to achieve the energy management standard ISO 50001 in 2015



MediaCity has proudly received the Green Flag Award three years in a row



Carbon literacy training is offered to all of our people



Helping to reduce the amount of plastic used in construction



Northstone were awarded Sustainability Impact, Larger Housing Scheme of the Year and Homebuilder of the Year

Appendix: Peel L&P Annual Sustainability & ESG Metrics 2021 - 2022

We use the following metrics to measure our overall annual performance on ESG, which helps us to continually improve and to report transparently. The metrics are reviewed annually.

ESG ELEMENT	THEME	INDICATOR	2021-22
Environment	Energy and Carbon	Total amount of renewable energy we have generated	5,723,860 kWh
		Total of Scope 1 and 2 energy use during construction	96,100 kWh consumed by our contractor at Chatham Waters
		Number of carbon appraisals undertaken by new development projects	1
		Number of carbon appraisals undertaken for major refurbishments of existing assets	0
		Number of new assets/projects completed with on-site renewable energy	1
	BREEAM	Number of developments (>£500k CAPEX) completed	4
		Number of developments completed that obtained BREEAM Very Good	1
		Number of developments completed that obtained BREEAM Excellent	1

	THEME	INDICATOR	2021-22
	Land Assets	Total area of Peel L&P rural landholdings	9,200 acres
		Rural land use types	Agriculture/Land 89% Commercial 4% Woodland 7%
		Total area of new public realm created through development	8 acres
		Total cost of new green space created through development	£1,016,500
		Total area of new blue space created through development	1 acre
	Conservation	Number of sites owned, leased or managed by Peel L&P that are designated conservation areas	8
		Area of sites owned, leased or managed by Peel L&P designated as conservation areas	37 acres
		Number of sites owned, leased or managed by Peel L&P that are adjacent to designated conservation areas	5
		Area of sites owned, leased or managed by Peel L&P adjacent to designated conservation area	205 acres
	Tree Planting	Number of trees planted on-site	143
		Number of trees planted off-site	164

	THEME	INDICATOR	2021-22
	Biodiversity Net Gain	Total area of Peel L&P landholdings with Biodiversity Net Gain assessments	1,467 acres
		% of Peel L&P landholdings with Biodiversity Net Gain assessments	16%
	Waste	Most significant applications of single-use plastic identified across Peel L&P and the possible alternative	Plastic bags Plastic wrapping Plastic water bottles Plastic in construction
		Total volume of waste generated from our construction activities	219,580kg of waste generated by our construction activity at Barnsley Retail Park
		Total volume of waste recycled by stream from our construction activities	217,130 kg of waste recycled from our construction activity at Barnsley Retail Park
		% of waste recycled from our construction activities	98.9%
		Total volume of waste to landfill by stream from our construction activities	2,450 kg of waste sent to landfill from our construction activity at Barnsley Retail Park
		% of waste sent to landfill from our construction activities	1.11%
		Carbon savings from waste management from our construction activities	1,016 tonnes

	THEME	INDICATOR	2021-22
	Water	Total water consumption by our construction projects	353,200 litres of water consumed from our construction activities at Barnsley Retail Park and Chatham Waters
		Number of new public access points for free drinking water on Peel L&P property	2
	Sustainable Travel	New bike path Peel L&P has created	4.5 km
		Number of electric vehicles within Peel L&P fleet	35
		Number of hybrid vehicles within Peel L&P fleet	68
		Number of petrol vehicles within Peel L&P fleet	14
		Number of diesel vehicles within Peel L&P fleet	25
		Number of newly installed EV charging points on Peel L&P land	5
		Number of newly installed EV charging points by Peel L&P and partners	10

Social	THEME	INDICATOR	2021-22
	Workforce diversity and inclusion	Total number of full-time employees	293
		Total number of employees	307
		% of employees by age group	7% of employees under 25 31% of employees between 26 and 35 24% of employees between 36 and 45 26% of employees between 46 and 55 11% of employees between 56 and 65 1% of employees over 65
		% of employees by gender	157 Men 150 Women
		% of employees by employee category	ELT/SLT = 3% Director = 12% Associate Director = 4% Management/Professional = 45% Team Member = 36%
		Number of new employees by age	22% of employees under 25 38% of employees between 26 and 35 22% of employees between 36 and 45 11% of employees between 46 and 55 7% of employees between 56 and 65 0% of employees over 65

	THEME	INDICATOR	2021-22
	Workforce diversity and inclusion	Number of new employees by gender	50% Men 50% Female
		Rate of employee turnover	17%
		Rate of employee turnover by age	17% of employees under 25 36% of employees between 26 and 35 23% of employees between 36 and 45 13% of employees between 46 and 55 9% of employees between 56 and 65 2% of employees over 65
		Rate of employee turnover by gender	Male = 39% Female = 61%
	Pay Equality	Ratio of the basic salary for employees broken down by gender	Available in 2022/23
		Ratio of the bonuses for employees broken down by gender	Available in 2022/23

	THEME	INDICATOR	2021-22
	Pay Equality	Pay gap of employees by gender	Available in 2022/23
		Pay gap of employees by job category	Available in 2022/23
		Ratio of standard entry level wage by gender compared to local minimum wage.	Available in 2022/23
	Discrimination and harassment	Total amount of monetary losses as a result of legal proceedings from discrimination and harassment incidents	£0.00
	Suppliers and ethical issues	Number of incidents within operations and across suppliers considered to have significant risk of child labour or forced or compulsory labour.	£0.00
	Health and Safety	Total number of assets captured in our H&S system	104 assets held on our H&S system
		Total number of assets captured in our H&S system broken down by asset type	53 commercial assets 8 retail assets 30 residential assets 10 land assets

	THEME	INDICATOR	2021-22
	Health and Safety	Number of controlled risks across developed Peel L&P sites	6,636 controlled risks identified and managed
		Number of substantial uncontrolled risks across developed Peel L&P sites	2 uncontrolled risk identified and being addressed by our team
		Number of moderate uncontrolled risks across developed Peel L&P sites	241 moderate uncontrolled risks identified and managed by our team
		Total number of compliance documents for developed Peel L&P sites	803 compliance documents on our platform
		Number of compliance documents in date	Available in 2022/23
		Number of compliance documents out of date	Available in 2022/23
		Number of compliance documents that have not been provided	Available in 2022/23
		Average number of hours contractually worked by Peel L&P employees per week	34

	THEME	INDICATOR	2021-22
	Health and Safety	Main types of work-related injury identified through risk assessment	Slip, trip and falls
		Number of work-related injuries	0
		Number of work-related injuries reported to HSE	0
		Number of high consequence work-related injuries	0
		Number of fatalities as a result of work-related injury	0
		Average number of hours worked per contractor employee per week at Peel L&P managed construction sites	45
		Number of work-related injuries during construction activities	0
		Number of high consequence work-related injuries during construction activities	0
		Number of fatalities as a result of work-related injury during construction activities	0

	THEME	INDICATOR	2021-22
	Health & Wellbeing	Number of activities within the Health and Wellbeing calendar	12 events (one per month)
		Number of people who have engaged with Peel L&P's Health and Wellbeing activities (excluding a free health assessment)	50
		Response rate to annual Health and Wellbeing survey	43.6%
		Absence rate of all employees at Peel L&P	1%
	Skills for the Future	Number of new jobs created at Peel L&P	52
		Number of people who started an apprenticeship with Peel L&P	9
		Number of people who undertook an apprenticeship with Peel L&P broken down by gender	7 female and 2 male
		Number of people who undertook an apprenticeship with Peel L&P broken down by level of qualification	Level 3 standard = 5 Level 4 Standard = 1 Level 5 Standard = 1 Level 6 Standard = 1 Level 7 Standard = 1
		Number of people who undertook a work placement with Peel L&P	4
		Number of people who undertook a work placement with Peel L&P broken down by gender	2 male and 2 female
		Number of people who undertook an internship with Peel L&P	3 - Sustainability

	THEME	INDICATOR	2021-22
	Skills for the Future	Number of people who undertook an internship with Peel L&P broken down by gender	2 female and 1 male
		Number of new jobs created during construction activities by site	5
	Training	Number of employees that have undertaken training	27 training courses run 1,520 attendances across all courses
		Number of hours of training given to employees	2,065 hours - this is the equivalent of 1 person attending a training course every working day for 14 months
		Number of hours of training given to employees broken down by gender	999 hours - Male 1066 hours - Female
		Number of hours of training given to employees broken down by employee category	Available in 2022/23
		Investment in training as a percentage of payroll	£82,274
		Average training and development expenditure for employees at Peel L&P	£260 per person
		Number of people currently working at Peel L&P that have completed the e-learning module Sustainability Essentials	7

		INDICATOR	2021-22
	Training	Number of people currently working at Peel L&P that have completed the Carbon Literacy course	22
		Number of people currently working at Peel L&P that have completed the H&S induction	105 - new starters as part of people team induction 28% completed H&S eLearning
		Number of people that have undertaken training as part of our construction activities	1
		Number of hours of training given to people as part of our construction activities	50
	Community & Social Value	Spend with companies within a 25 mile radius or within specified local authority boundary	£132,178,403 within Greater Manchester £11,220,873 within Merseyside £639,995 within Doncaster
		Number of new and existing developments that have initiated a social value assessment	17
		Total monetary contribution of Peel L&P and partners to local communities through our planning obligations	£1,946,000
		Number of people we engaged with on charitable, cultural and health & wellbeing activities	5,777

	THEME	INDICATOR	2021-22
	Community & Social Value	Number of people we engaged with in public consultations	7,303
		Number of people involved in knowledge transfer visits with Peel L&P	80
		Number of organisations involved in knowledge transfer visits with Peel L&P	12
	Miscellaneous	% of Peel L&P employees living within an X mile radius of their place of work	22% 0-5 miles 20% 5-10 miles 29% 10-20 miles 14% 20-30 miles 15% 30+ miles
		Number of homes created by facilitation	769
		Number of developments completed during 2020-21 compared to the previous year	4
		Number of visitors to our destinations	Available in 2022/23

Governance	THEME	INDICATOR	2021-22
	Executive Leadership Team	Composition of the Executive Leadership Team broken down by gender	9 men 1 woman
		Composition of the Executive Leadership Team broken down by length of tenure	Available in 2022/23
		Composition of the Executive Leadership Team broken down by executive or non executive	8 executive members of the ELT and 2 non-executive members
	Leadership Team (Executive and Senior)	Composition of the Leadership Team broken down by gender	12 men 3 women
	Stakeholder Engagement	Number of sites that have an occupier engagement program in place that includes Sustainability and ESG-specific issues	12
		Number of sites that have undertaken occupier satisfaction surveys within the last three years	Available in 2022/23
		Number of individual internal stakeholders engaged on ESG	331
	Ethical Behaviour	% of employees who have received training on Peel L&P's anti-corruption policies and procedures	100%
		Total amount of monetary losses as a result of legal proceedings associated with ethical issues e.g. fraud/ malpractice/violation of industry laws.	£0

		INDICATOR	2021-22
	ESG risk assessment & internal audits	Number of risk assessments undertaken on H&S	66
		Number of risk assessments undertaken on fire risks	36
		Number of internal audits undertaken on ISO 50001	5
		Number of internal audits undertaken for the environmental legal register	6
	Research & Development	Spend on research and development projects	£445,530
		Total financial assistance from Government departments	£15,117,252



For more information:

peellandp.co.uk/sustainability

**For any questions or to hear more about
our sustainability practices, please contact:**

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