

# Environmental Policy Statement

June 2024

Grainger is a leading housing provider and the UK's largest listed private residential landlord, with responsibility for c10,000 rental homes across the UK. We are a business solely focused on the UK private rented sector. Our business model is focused on designing, developing, investing in, and managing rental homes and we leverage our in-house capability and experience in this regard. The scope of this Environmental Policy covers all of the business's activities.

The board of Grainger plc accepts that the company's activities have an effect on the environment through the use of land and the consumption of resources as a result of its operation and during the development process. The company recognises the importance of environmental protection, resource efficiency and sustainable development and takes positive action including through our commitment to achieve net zero carbon for our operations by 2030. We believe that by addressing sustainability we are able to add value and grow our business by anticipating legislation, operating more efficiently, responding to stakeholder concerns and satisfying our customers. We have aligned our sustainability strategy to our business strategy to ensure environmental management is well-embedded into our organisation.

Grainger recognises that its most material impacts arise from the occupation of its portfolio of residential buildings, over which it does not have direct control. Therefore Grainger works to engage and educate its customers to encourage them to reduce their own environmental impacts and ensures refurbishments are carried out to high environmental standards.

The company will consider the environmental implication of its activities on an ongoing basis, in order that it can act in an environmentally responsible manner. It will implement management systems to ensure compliance with environmental legislation and codes of practice. Grainger is committed to continuously improving its environmental performance through regular reviews and ongoing monitoring of the group's performance against appropriate indicators.

Specific objectives will include:

- **Objective 1:** We will comply with relevant legislation and work towards best practice in sustainability to ensure we are well prepared for emerging legislation and that we continue to meet stakeholder and customer expectations.
- **Objective 2:** We will reduce our direct carbon emissions (associated with our offices, fleet and communal parts of our buildings) through initiatives implemented at each office, our fleet policy and refurbishments undertaken to the communal areas of our buildings.

We will also work to reduce our indirect Scope 3 carbon emissions associated with all relevant categories including business travel, energy consumed by our supply chain and energy consumed by our customers in Grainger buildings.

- **Objective 3:** We will proactively communicate with and educate customers to assist them in using our properties and services in an environmentally sensitive manner including through our Living a Greener Life campaign.

We will raise awareness among our employees of Grainger's environmental policies and encourage individuals to apply these in their day-to-day work.

- **Objective 4:** We will take a long-term approach to asset management by integrating environmental considerations into the design of new developments and refurbishment projects, including considering resource use and embodied carbon.
- **Objective 5:** We will take environmental risks into consideration in our investment process and report in alignment with the Taskforce on Climate-related Financial Disclosures.

- **Objective 6:** We will consider environmental issues within our corporate functions and everyday business decision-making processes and continue our commitment to an environmentally-friendly working environment.
- **Objective 7:** We will engage with prioritised suppliers and contractors to ensure that they are aware of and able to deliver the company's environmental commitments.
- **Objective 8:** We will liaise with local communities and demonstrate that their concerns have been considered during the development process; and we will minimise nuisance arising from construction activities (such as noise, dust and contamination) and prevent pollution on development sites (including minimising emissions to air and water).
- **Objective 9:** We will minimise waste generation through effective design, on-site management and through engagement with customers to encourage recycling.
- **Objective 10:** We will protect and enhance biodiversity for the benefit of the environment, local residents and the wider community and ensure that all timber purchased is certified to FSC or PEFC standards.
- **Objective 11:** We will provide safe and healthy working environments for our employees and subcontractors.
- **Objective 12:** We will audit our contractors and managing agents to ensure that they are working to the safety and environmental standards Grainger expects.

In order to achieve this, we require all managers and employees to demonstrate environmental awareness, and to implement the appropriate procedures. Senior management is kept informed of all progress in reducing the impact of our own operations and takes an active role in ensuring our objectives are achieved. We will also communicate our environmental policies and performance to all relevant stakeholders via appropriate reporting mechanisms.

To ensure we are able to uphold the aspirations of our policy we have the following management structures in place:

- We set annual sustainability objectives, focused on the most material risks and opportunities to the business. Executive owners are identified and are responsible for achieving them and these are incorporated into Executive remuneration.
- Grainger's Executive Committee receives a bi-monthly update on the company's sustainability progress and performance.
- Grainger's Board level Responsible Business Committee meets twice annually and reviews progress against the company's sustainability strategy, objectives and workstreams including our net zero carbon commitment.
- Ultimate responsibility for Sustainability lies with Helen Gordon, CEO and the Executive team.

We review our policy regularly to address current issues and reflect best practice. This policy statement was reviewed and updated in June 2024.

Signed



**Helen Gordon**  
*Chief Executive Officer*  
20 June 2024