

An aerial photograph of a lush green landscape. A winding stream flows through the center-left of the frame, bordered by dense trees. To the right, a residential neighborhood with houses and streets is visible. The overall scene is bright and verdant.

Wain
ESTATES

ESG STRATEGY 2023

WE ARE *Reimagining* PLACES

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COMMENTS FROM OUR CHAIRMAN

“Our commitment is to use our skills and expertise to give the areas we invest in a better future, positively affecting both the people and the environment”

This commitment runs through the very core of our business, and has been central to building on the stellar industry reputation we have created for doing what we say and being responsible in our actions.

This is our very first ESG Strategy, and is a thoughtful and considered examination on the performance of how we currently do business for people and the planet, and the areas where we need to evolve. We are completely transparent in our assessment, identifying the great things we are doing now, but most importantly, the exciting initiatives we will do next to ensure we achieve our commitments year on year.

As one of the UK’s leading companies in our sector, this strategy underpins our decisions and actions, giving clear direction for how we can be the best employer, partner and developer of choice to consistently create places and spaces that enrich both the economy and the way people live and work.

Will Ainscough
Wain Group Executive Chairman

A handwritten signature in black ink, appearing to read 'Will Ainscough', positioned below the printed name and title.

ABOUT WAIN ESTATES

Wain Estates began in 2005 with a clear vision of the way we wanted to do business. We have gone on to develop an exemplary track record in property development, regeneration and strategic land.

We're part of the Wain Group which is a private land and property developer successfully operating for over 51 years. Private ownership and access to significant funds gives us the ability to act quickly and decisively across every market sector.

Through consistent action, we have developed a commitment to promoting, developing and managing in a way that defines us. Everyone at Wain Estates, Wain Homes and the wider Wain Group works together to create places that are just right for the people living and working in them. One of our particular goals is to develop schemes which give areas a better future.

We invest heavily in our partnerships, our in-house expertise and our local communities.

We work closely with Local Authorities, Public Bodies and leading private organisations who are at the forefront of industry to enhance our impact.

Our directors and colleagues have years of pertinent experience and are supported by a highly skilled professional team that includes lawyers, surveyors, planners, project managers and accountants. We are constantly investing in our expertise, providing professional training and personal growth opportunities.

We also actively support local communities through our Helping Hands charity, as the communities we develop, live and work in are as much a part of Wain as we are. We actively volunteer our time and resources to people and communities in need.

As we continue to grow together, we look forward to creating even more places our customers, our colleagues and the planet can be proud of.





OUR PURPOSE

Creating places our customers
& colleagues can be proud of

OUR VISION

To be the private developer
everyone wants to work for

OUR VALUES

ONE WAIN

We are stronger TOGETHER - collaborating,
sharing and trusting one another

EVERYONE COUNTS

We respect and value our differences.
We care for and support each other

TAKE PRIDE

We are quietly confident and it
matters to us to do the right thing.
Always

RISE TO THE CHALLENGE

We all take the initiative, driving
forward, learning and improving

KEEP IT REAL

We're decent, honest, open and fair.
We listen and keep our promises

INTRODUCTION TO OUR ESG STRATEGY

The Wain Estates ESG Strategy communicates our leading approach to Environment, Social and Governance impact through our property development, regeneration, and strategic land activities.

Our strategy has been developed around the three key Wain Estate functions; Business, Land Promotion and Development, with each functions' strategy split into three key sections:



Environment

How we influence the planet



Social

How we influence people



Governance

How we influence resilience

Under each ESG section, we use three simple steps to define our current activities and set commitments for what we will do next:

1 / THE ACTIVITIES WE INFLUENCE

2 / THE ACTIVITIES WE DO NOW

3 / THE ACTIVITIES WE WILL DO NEXT

At the conclusion of our ESG Strategy, we summarise THE ACTIVITIES WE WILL DO NEXT for each relevant Wain Estates function, providing clear direction to our commitments and activities over the next 12 months.

WHERE OUR ESG STRATEGY SITS

Wain
GROUP

Wain
ESTATES



BUSINESS

Our internal business activities, initiatives and processes

LAND PROMOTION

Promoting land for our landowner partners

DEVELOPMENT

Strategic planning, remediation & redevelopment

51 YEARS

**THE NUMBER OF YEARS
WAIN ESTATES & WAIN GROUP
HAVE SUCCESSFULLY BEEN
TRADING IN THE UK**

Wain
ESTATES





We are our people. We are listeners, collaborators and strategists with a shared vision that makes us stronger partners for our customers.

We are building on our own history, shaped by our own experience and evolving with every new relationship. Everything that makes us, makes us a stronger and more agile business partner.

We're stronger for the thoughtful integrity that runs through our entire business, adding value to everything we touch. It's better for everyone as we promote, develop and manage in a way that has a positive effect on the business, people and environments involved. Our way is the coming together of freethinking colleagues who share this like-minded vision of putting the wider interest first.

Our Business Hub is responsible for binding all of our activities together, defining our commitments and directing the business to execute our purpose and achieve our vision.

THE ACTIVITIES WE INFLUENCE		THE ACTIVITIES WE DO NOW	THE ACTIVITIES WE WILL DO NEXT
ENVIRONMENT	POLICY	<ul style="list-style-type: none"> The Wain Estates Board meets monthly to assess strategy and progress against commitments, where environmental matters are a central agenda item. We publish a Streamlined Energy and Carbon Reporting (SECR) Statement, defining our annual energy consumption, associated relevant greenhouse gas emissions and additional related information as required under the Companies (Directors Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018. 	<ul style="list-style-type: none"> We will investigate viability for the procurement of office electricity via renewable energy guarantees of origin (REGO) contract providers. We will assess integration of photovoltaic (PV) panels to our office. We will measure and record the paper used per printer per month (kg). We will measure and record the number of colleagues using the Cycle to Work Scheme.
	OFFICE	<ul style="list-style-type: none"> Use IT equipment with low energy use technologies. Recycling and waste strategy. Use biodegradable cleaning materials. Use paper from sustainable sources where possible, working towards a paperless office. Have 4 electric car charging points available for all colleagues and visitors. 	
	BEHAVIOURS	<ul style="list-style-type: none"> Cycle to work scheme available for all colleagues to reduce transport emissions. Created flexible working time infrastructure to reduce colleagues' travel. Regular environmental initiatives and information issued to all colleagues. We encourage colleagues to car share to reduce unnecessary transport emissions. 	
SOCIAL	EQUALITY, DIVERSITY & INCLUSION	<ul style="list-style-type: none"> We promote equal opportunities with all colleagues. We undertake annual pay reviews and benchmark against the industry. We pay the Living Wage as a minimum. 	<ul style="list-style-type: none"> We will commence recording social performance metrics which include: <ul style="list-style-type: none"> Gender diversity Age diversity Education level diversity Years of company service Colleague retention rate
	HEALTH & WELLBEING	<ul style="list-style-type: none"> Dedicated Wellbeing Committee in place to support the health and wellbeing of all Wain Estates colleagues. We conduct an annual employee engagement survey with all colleagues, including questions on wellbeing within the business to monitor overall health. Anonymous questions and complaints process to enable open and honest feedback from all colleagues. We have a clearly defined and strong company vision, purpose and culture. Cycle to work scheme to encourage active transport and physical activity. Offer a flexible working policy, permitting working from home, alternative start and finish times for improved work lifestyle balance for all colleagues where possible. Provide 24- hour mental health support through WeCare, with support and GP consultations available. Provide a bonus scheme for long service of colleagues at 5, 10 and 20 years. 	<ul style="list-style-type: none"> We will commence monitoring and adapting support services based on colleague wellbeing outcomes, identified through the annual employee engagement survey.
	HEALTH & SAFETY	<ul style="list-style-type: none"> Health and safety is our number one priority. Group Health & Safety Policy in place and reviewed annually to protect all colleagues and construction operatives. 	<ul style="list-style-type: none"> We will record the number of work-related injuries and near-miss injuries for all Wain Estates colleagues.
	PROFESSIONAL TRAINING	<ul style="list-style-type: none"> We support and have in-house professional accreditations such as FCCA, MAPM, MCIQB and RICS. We provide comprehensive professional training opportunities for colleagues. We provide leadership training programs for colleagues to expand their knowledge. 	<ul style="list-style-type: none"> We will commence recording the professional training and leadership courses held & completed each year.

THE ACTIVITIES WE INFLUENCE		THE ACTIVITIES WE DO NOW	THE ACTIVITIES WE WILL DO NEXT
	SOCIAL VALUE	<ul style="list-style-type: none"> • Where possible, we create and seek employment opportunities for local colleagues. • Where possible, we procure office supplies with local suppliers to promote economic benefits within our community. 	<ul style="list-style-type: none"> • We will commence recording social value performance metrics which include: <ul style="list-style-type: none"> - No. of local colleagues employed - No. of apprenticeships, graduates & internships provided - Local supply chain spend for office materials - No. of local college and school educational presentations and events attended.
	SURROUNDING COMMUNITIES	<ul style="list-style-type: none"> • We seek to procure local first, ensuring we create economic and social good for business and communities local to us. • We actively engage with local communities through our Helping Hands charity. 	<ul style="list-style-type: none"> • N/A
	PHILANTHROPY	<ul style="list-style-type: none"> • Our charity initiative is called Helping Hands and helps local communities, with time volunteered by our colleagues for worthy causes. Helping Hands is encouraged across all colleagues by giving back a day of their time to their favourite charity, or can help out at one of our many organised events, a charity, school or local cause throughout the year. 	<ul style="list-style-type: none"> • We will commence recording the philanthropic benefits in both time volunteered and financial donations of our business activities.
GOVERNANCE	BRAND	<ul style="list-style-type: none"> • We have robust internal branding and document control processes. • We have a dedicated marketing department, responsible for growing the brand quality and awareness across the industry. • We launched a new company website in 2022, helping to communicate the impact of our activities. 	<ul style="list-style-type: none"> • N/A
	POLICIES	<ul style="list-style-type: none"> • Detailed Staff Handbook policy. • We have robust company values, with 5 core values we all live by creating a strong culture. • Conduct an annual audit of HR policies to ensure protection and compliance. • Appoint an external HR consultancy on retained services to provide additional oversight and protection. 	<ul style="list-style-type: none"> • N/A
	MANAGEMENT	<ul style="list-style-type: none"> • Wain Group provide an additional layer of strategic oversight and support to the business. • The Wain Estates Board meets monthly to assess corporate strategy and progress against commitments. • We have experienced Directors and a Non-Executive Director strategically positioned to provide key advice and oversight to all business functions. • Wain Estates have a highly skilled professional team that includes lawyers, surveyors, planners, project managers and accountants who support the business. • We appoint an external recruitment company to identify and attract the industry's leading talent to ensure future leadership of the business has been developed in-house. 	<ul style="list-style-type: none"> • We will expand our time allocation for the ESG agenda at Board Meetings, assessing our performance against the commitments made in this ESG Strategy.
	EXPERIENCE & TRACK RECORD	<ul style="list-style-type: none"> • We are part of the Wain Group which is a private land and property developer successfully operating for over 51 years. • Wain Estates founded in 2005, successfully trading for 18 years. 	<ul style="list-style-type: none"> • We will commence recording our industry awards and descriptions of nominations.
	REPORTING	<ul style="list-style-type: none"> • We complete monthly consolidated financial reporting for compliance. • We complete monthly insurance reporting for ongoing compliance. 	<ul style="list-style-type: none"> • We will publish our first ESG Report in 2023, communicating the wider benefits of all Wain Estates' activities.



2,500 ACRES

THE NUMBER OF ACRES
WAIN ESTATES IS
CURRENTLY PROMOTING



We specialise in creating value for our landowner partners by promoting their land through the complex planning system using Planning Promotion Agreements (PPAs).

Experienced and efficient navigators, we work in partnership with landowners from site identification in key sustainable locations right through to disposal with the best development partners to deliver the vision. All backed by the breadth of our expertise, technical knowledge, private financial resources and sustainable development practices.

We are committed to getting landowners the best price for their land. Our interests are completely aligned at every stage as everything we do is focused on maximising the site's potential for the highest possible land receipt, whilst positively investing in the future of people and the places we create.

As land experts, we have a responsibility to secure the right partnerships in the most sustainable areas, achieve planning permissions in a way that has positive long term social and economic benefits for the entire community.

THE ACTIVITIES WE INFLUENCE		THE ACTIVITIES WE DO NOW	THE ACTIVITIES WE WILL DO NEXT
ENVIRONMENT	SITE IDENTIFICATION	<ul style="list-style-type: none"> We record the Greenhouse Gas Emissions of our activities via the company wide Streamlined Energy and Carbon Reporting (SECR) Statement published annually. We undertake the majority of our site identification through desktop search technologies, significantly reducing our transport emissions. We identify sustainable locations in close proximity to public transportation networks and key lifestyle amenities such as shops, schools and parks. We seek landowner partners who share our commitments for maximizing the value of sites whilst having a positive social and environmental impact to benefit the local community and future generations. 	<ul style="list-style-type: none"> N/A
	PLANNING DESIGN	<ul style="list-style-type: none"> We use industry leading, local design team experts who have dedicated sustainability strategies for their businesses to support the land promotion process. Using local design team specialists improves environmental performance by using partners who are personally invested in the local area, who prioritise environmental impact within their business practices and reduce transport emissions through their proximity to the site. Through robust engagement, we align our land strategy environmental benefits with Local Authority targets, helping committee members support and communicate the additional environmental benefits of the site throughout the planning application or Local Plan allocation. 	<ul style="list-style-type: none"> N/A
SOCIAL	LANDOWNERS	<ul style="list-style-type: none"> Our focus and priority is the landowner, with the Planning Promotion Agreement structured in a way to ensure it is within both interests to achieve the best possible price for the landowners land. Everything we do is dedicated to increasing value for the landowner, whilst delivering an enjoyable client experience throughout the process. 	<ul style="list-style-type: none"> We will assess viability to provide landowners with the environmental, social and governance benefits created. This will help landowners understand the key additional benefits they have created for their community, such as number of employment and apprenticeship opportunities.
	HEALTH & WELLBEING	<ul style="list-style-type: none"> Our supply chain partners have dedicated social strategies for their businesses, prioritizing the health, wellbeing and economic benefit for the people they influence. We incorporate community amenities within our planning applications wherever possible to enhance the quality of life for the local community. 	<ul style="list-style-type: none"> N/A
	SOCIAL VALUE	<ul style="list-style-type: none"> We use industry leading, local design team experts who have dedicated social impact strategies for their businesses to support the land promotion process. 	<ul style="list-style-type: none"> We will commence recording social value performance metrics which include: <ul style="list-style-type: none"> - Annual spend with local design and supply chain members. - Planning consented schemes s106 and CIL contributions generated for local communities (£).
	SURROUNDING COMMUNITIES	<ul style="list-style-type: none"> We seek to procure local first on every project, ensuring we create economic and social good for businesses and communities local to each site. We conduct extensive community engagement with communities surrounding potential land sites, encouraging ideas, feedback and support through both planning applications and allocation in the Local Plan. We integrate shared community amenities within our planning applications wherever possible for public benefit, seeking to increase public spaces, social, cultural, recreational and environmental facilities. 	<ul style="list-style-type: none"> We will record the number of community engagement events held and the number of community members engaged. We will record the amount of community amenities consented through our applications.

THE ACTIVITIES WE INFLUENCE		THE ACTIVITIES WE DO NOW	THE ACTIVITIES WE WILL DO NEXT
GOVERNANCE	TRACK RECORD	<ul style="list-style-type: none"> • We have been operating successfully since 2005. • Currently promoting up to 700 acres of land with landowner partners, worth £650million in gross development value. • We are promoting land that could deliver up to 4,000 new homes to local communities. 	<ul style="list-style-type: none"> • We will publish our land promotion performance statistics annually, recording: <ul style="list-style-type: none"> - Number of partnerships secured - Acres of land within the pipeline - Number of Local Plan adoptions - Number of Planning consents - Number of properties consented
	LOCAL AUTHORITY	<ul style="list-style-type: none"> • We have long-standing and robust relationships with Local Authorities, investing time with planning departments and key planning members. 	<ul style="list-style-type: none"> • N/A
	CONTRACTS, REPORTING & SALE	<ul style="list-style-type: none"> • We utilise a Planning Promotion Agreement, used to work in partnership with landowners to take residential and commercial land from identification to disposal stage. • We take all cost risk throughout the process, investing our time and funds to cover all professional fees, surveys, and planning application costs to achieve a successful consent. • We provide regular progress reports to all landowner partners, ensuring they are accurately updated and involved through all key decision-making processes. • We appoint industry leading external property agents to openly market land for sale, using experts at key stages. • We openly market all land opportunities after planning consent, creating competitive tension to maximise the value of the land receipt. • We only pursue interested buyers who are genuinely offering the best price. • We receive our agreed share of the return only once the land has been sold. 	<ul style="list-style-type: none"> • We will add an ESG benefits section within all land marketing material for sale on the open market to enhance buyer appeal by demonstrating additional value opportunities.



NET ZERO READY & BREEAM EXCELLENT

**OUR TARGET FOR EVERY
NEW DEVELOPMENT**



We specialise in finding responsible solutions to complex developments. Experienced in buying and promoting, we collaborate with local authorities and neighbouring stakeholders. The result is commercially viable land ready for us to either develop or sell to the open market.

We invest in the future of the areas we work in, developing sustainable solutions that work for both people and the environment. Every project balances our sense of social responsibility with a commercial realism.

We work across the UK with different types of land, including brownfield and contaminated.

We are experts in acquiring complicated sites and simplifying them to reveal their potential. Being privately owned gives us freedom in our delivery strategy and who we choose to work with. From straightforward purchases to negotiating flexible terms directly with a landowner, we're able to work with the right people in the right way.

We have a responsibility to develop in a way that has a positive social and environmental impact. You can measure our commitment to sustainability by the standards we set and the schemes we put in place. Sustainability isn't just something we talk about. It's something we do. It is central to all our decisions. Shaped by our environmental principles, we actively seek to develop schemes that give areas a better future. Schemes that promote biodiversity, achieve a net zero target, harness green infrastructure and embrace smart technologies.

THE ACTIVITIES WE INFLUENCE		THE ACTIVITIES WE DO NOW	THE ACTIVITIES WE WILL DO NEXT
ENVIRONMENT	ACQUISITION	<ul style="list-style-type: none"> • We seek to acquire development sites in highly sustainable locations, close to key amenities and public transport infrastructure to minimise car usage. • When sourcing opportunities, we prioritise brownfield and regeneration opportunities. • We invest with a long-term vision, focusing on creating sustainable places. 	<ul style="list-style-type: none"> • We will investigate pre-development uses with an environmental or social benefit. Potential uses include bee keeping, plant nurseries or local education centres.
	DEMOLITION	<ul style="list-style-type: none"> • We take on complex contaminated sites, using our remediation expertise to remove contaminants. • We retain structures and materials where possible. • We utilise a professional waste management service with sustainable practices to recycle and reuse as much construction waste as possible. 	<ul style="list-style-type: none"> • We will record the following environmental statistics on each development project: <ul style="list-style-type: none"> - Square metres of contaminated land successfully remediated. - Amount of materials retained, recycled and reused. - Square metres of new green space delivered. - No. of trees planted. - No. of waterways created. - No. of habitats installed. - No. of renewable installations completed. - EPC rating achieved. - No. and level of accreditations secured. - Biodiversity net gain percentage. - Utility use and greenhouse gas emissions during construction. • We will investigate adoption of the following in our existing and future assets: <ul style="list-style-type: none"> - Portfolio wide EPC audit to assess potential risk against potential future MEES regulation changes. - Green lease clauses as standard in all new tenancy contracts, including MEES requirements. - Installation of Automatic Meter Read technologies for real-time utility use meter reading for landlord and tenant areas. - Record portfolio utility usage data and greenhouse gas emissions for each asset, providing insights back to the occupants to reduce their emissions. - Carbon Risk Real Estate Monitor (CRREM) analysis to identify potential stranded asset risk and regeneration strategy for older portfolio stock. - Air quality sensors in existing assets and all future assets as standard. - Zero capex photovoltaic (PV) partnerships to accelerate installation of solar PV across our portfolio. - Electricity tariffs with green suppliers where possible.
	DESIGN	<ul style="list-style-type: none"> • We strive towards truly net zero operational buildings. • We target EPC rated A and BREEAM Excellent certifications. • We design to minimise energy, water and waste demands in operation. • We work with industry leading designers who prioritise environmental performance. 	
	MATERIALS, RENEWABLES & BIODIVERSITY	<ul style="list-style-type: none"> • Encourage reuse of materials to minimise waste wherever possible. • We utilise low embodied carbon, long lifecycle and energy efficient materials. • We adopt renewable energy technologies, including photovoltaics, air and ground source heat pumps. • We install energy efficient lighting through both landlord and tenanted areas. • We provide electric vehicle (EV) charge points. • We install water conservation technologies, such as low flow taps and dual flush cisterns • We utilise volatile organic compound (VOC) free or low emission products where possible. • We commit to carbon offset for BREEAM certification by planting trees. • We maximise green space, natural landscapes, trees and habitats for animals. 	
	CONSTRUCTION	<ul style="list-style-type: none"> • We record the Greenhouse Gas Emissions of our activities via the company wide Streamlined Energy and Carbon Reporting (SECR) Statement published annually. • We utilise robust construction and environmental management plans to ensure environmental practices are maintained across all projects. • We assess the environmental credentials of our supply chain and work with industry leading contractors who prioritise environmental performance in their construction processes. • We seek to procure from local sources first to minimise travel distances for labour and materials. • We investigate Modern Methods of Construction (MMC) to improve materials efficiency. 	
	OPERATION	<ul style="list-style-type: none"> • We seek commercial and industrial occupants who are aligned with our environmental commitments, actively considering their environmental footprint before lease negotiations and seeking to minimise the emissions generated by their business and premises during the lease. • We provide travel plan information to encourage sustainable transport use as necessary. • We provide Handover and Operations & Maintenance packs with information about building products and systems to help new occupants improve sustainability in use. • We have in-house asset management team who maintain robust relationships with all occupants, encouraging environmentally friendly practices during tenancies. 	

THE ACTIVITIES WE INFLUENCE		THE ACTIVITIES WE DO NOW	THE ACTIVITIES WE WILL DO NEXT
SOCIAL	HEALTH & WELLBEING	<ul style="list-style-type: none"> • We design buildings to enhance occupant's physical health and mental wellbeing, regenerating places where people want to work and live. • We prioritise and maximise natural daylight, outlook and access to green space to encourage healthier outcomes. • We increase social interaction by creating high quality private and shared amenity spaces for communities to connect. • Our development locations promote active transport, increasing physical activity levels. • We install energy efficient and water saving technologies to reduce utility bills, so our occupants have more money for their businesses and lifestyles. • We maximise biodiversity and natural planting to increase interaction with nature and green spaces, providing wellbeing and relaxation benefits. • Our in-house asset management team maintain close relationships with each occupant ensuring a high quality of service is delivered. 	<ul style="list-style-type: none"> • We will issue the Real Estate Wellbeing Metric survey to all occupants on an annual basis, measuring how the physical environments we manage influence their health, wellbeing, quality of life, productivity and satisfaction overtime.
	SOCIAL VALUE	<ul style="list-style-type: none"> • We use industry leading, local design team and contractor experts, creating local employment opportunities on each project. • We offer school and college training days as well as work experience opportunities to encourage learning, education and careers in the real estate industry. 	<ul style="list-style-type: none"> • We will record social value performance metrics for each project which includes: <ul style="list-style-type: none"> - Annual local investment through s106 and CIL contributions. - Annual spend with local design and supply chain members. - Employment opportunities created by our projects for local people. • The number of local school and college training sessions delivered. • We will request our supply chain to confirm they pay above the Living Wage; and will include the requirement within their appointments and key performance indicator's.
	SUPPLY CHAIN	<ul style="list-style-type: none"> • We build long-term working relationships with market leading contractors and design teams to ensure consistent quality at all stages. • We conduct detailed financial, professional indemnity, warranty, reputational and social value checks on all supply chain partners. • We work with UK Property Week's most innovative real estate company, LifeProven ESG Property Company to help drive our ESG performance. 	
	SURROUNDING COMMUNITIES	<ul style="list-style-type: none"> • We proactively engage with local community groups and community members on all projects. • We actively seek to deliver permanent, free-to-use and high-quality community spaces in our development amenities. • We seek to procure local first on every project, ensuring we create economic and social benefit for business and communities local to each development. 	
GOVERNANCE	CERTIFICATION	<ul style="list-style-type: none"> • We target EPC rated A and BREEAM Excellent certifications. • We adopt BREEAM certifications, targeting an Excellent rating for each project. • We target Net Zero Carbon Emissions Ready on each project in alignment with the Paris Agreement and UK Climate Change Act. 	<ul style="list-style-type: none"> • We will add an ESG benefits section within all marketing material for sale or lease on the open market to improve consumer demand by demonstrating additional value opportunities.
	TRACK RECORD	<ul style="list-style-type: none"> • We have been operating successfully since 2005. We are also part of Wain Group which has been successfully operating since 1972. • We have commenced development of our site at Carrington Estate, which will deliver £1.2 billion in gross development value. • We have an existing land base worth £1.6 billion gross development value. 	
	QUALITY CONTROLS & REPORTING	<ul style="list-style-type: none"> • We conduct detailed site investigations, financial appraisal, internal investment review and external surveyor audit of our assessment before an investment decision is made. • We work with industry leading supply chain partners, built on long term relationships who consistently deliver high quality products and services. • We have robust quality controls and inspection processes in place to ensure projects only proceed once quality is formally signed-off and instructions to proceed are issued. • We have an in-house asset management team, ensuring we control quality of service at all times. 	

BUSINESS

- We will make a formal request to our landlord to use 100% green energy supply to our leased office.
- We will assess integration of photovoltaic (PV) panels to our office.
- We will measure and record the paper used per printer per month (kg).
- We will measure and record the number of colleagues using the Cycle to Work Scheme.
- We will commence recording social performance metrics which include:
 - Gender diversity
 - Age diversity
 - Education level diversity
 - Years of company service
 - Colleague retention rate
- We will commence monitoring and adapting support services based on colleague wellbeing outcomes, identified through the annual employee engagement survey.
- We will record the number of work-related injuries and near-miss injuries for all Wain Estates colleagues.
- We will commence recording the professional training and leadership courses held & completed each year.
- We will commence recording social value performance metrics which include:
 - No. of local colleagues employed
 - No. of apprenticeships, graduates & internships provided
 - Local supply chain spend for office materials
- We will commence recording the philanthropic benefits in both time volunteered and financial donations of our business activities.
- We will expand our time allocation for the ESG agenda at Board Meetings, assessing our performance against the commitments made in this ESG Strategy.
- We will commence recording our industry awards and descriptions of nominations.
- We will publish our first ESG Report in 2023, communicating the wider benefits of all Wain Estates activities.

LAND PROMOTION

- We will assess viability to provide landowners with the environmental, social and governance benefits created. This will help landowners understand the key additional benefits they have created for their community, such as number of employment and apprenticeship opportunities.
- We will commence recording social value performance metrics which include:
 - Annual spend with local design and supply chain members.
 - Planning consented schemes s106 and CIL contributions generated for local communities (£)
- We will record the amount of community amenities consented through our applications.
- We will publish our land promotion performance statistics annually, recording:
 - Number of partnerships secured
 - Acres of land within the pipeline
 - Number of Local Plan adoptions
 - Number of Planning consents
 - Number of properties consented
- We will add an ESG benefits section within all land marketing material for sale on the open market to enhance buyer appeal by demonstrating additional value opportunities.

DEVELOPMENT

- We will investigate pre-development uses with an environmental or social benefit. Potential uses include bee keeping, plant nurseries or local education centres.
- We will record the following environmental statistics on each development project:
 - Square metres of contaminated land successfully remediated
 - Amount of materials retained, recycled and reused.
 - Square metres of new green space delivered
 - No. of trees planted
 - No. of waterways created
 - No. of habitats installed
 - No. of renewable installations completed
 - EPC rating achieved
 - No. and level of accreditations secured
 - Biodiversity net gain percentage
 - Utility use and greenhouse gas emissions during construction
- We will investigate adoption of the following in our existing and future assets:
 - Installation of Automatic Meter Read technologies for real-time utility use meter reading for landlord and tenant areas.
 - Portfolio wide EPC audit to assess potential risk against potential future MEES regulation changes.
 - Green lease clauses as standard in all new tenancy contracts, including MEES requirements.
 - Record portfolio utility usage data and greenhouse gas emissions for each asset, providing insights back to the occupants to reduce their emissions.
 - Carbon Risk Real Estate Monitor (CRREM) analysis to identify potential stranded asset risk and regeneration strategy for older portfolio stock.
 - Air quality sensors in existing assets and all future assets as standard.
 - Zero capex photovoltaic (PV) partnerships to accelerate installation of solar PV across our portfolio.
 - Electricity tariffs with green suppliers where possible.
- We will issue the Real Estate Wellbeing Metric survey to all occupants on an annual basis, measuring how the physical environments we manage influence their health, wellbeing, quality of life, productivity and satisfaction overtime.
- We will record social value performance metrics for each project which includes:
 - Annual local investment through s106 and CIL contributions.
 - Annual spend with local design and supply chain members.
 - Employment opportunities created by our projects.
- We will request our supply chain to confirm they pay above the Living Wage; and will include the requirement within their appointments and key performance indicator's.
- We will record the number of community engagement events held, the number of community members engaged and the amount of community amenities delivered.
- We will add an ESG benefits section within all marketing material for sale or lease on the open market to improve consumer demand by demonstrating additional value opportunities.

WAIN ESTATES
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