

Sustainability Policy.



Welcome

Knight Frank in Ireland are committed to a sustainable future and to improve social, economic and the environmental impact within the world we live and conduct business. We have made a pledge to engage with our staff and clients, quantify improvements, benchmark our performance, and communicate what we have achieved.

We're aware that we have an opportunity within our sector to create positive and lasting change by our own actions and the advice and support we provide to our clients.

It is a learning experience for all in Knight Frank as we strive to understand, assess, and reduce our impact on the environment. We encourage all our stakeholders to get involved in the debate around how nature-related risks and opportunities can be factored into positive business and investment decisions.

Change is inevitable and may often prove difficult for some involved in this process. At times this can be a challenge in and of itself. Instinctively, I believe that the culture of Knight Frank fits well with embracing this test and look forward to our Company making a meaningful contribution to our people, community, and environment over the years ahead.

James Barrett

Chief Operating Officer



Knight Frank is the only independent, global, commercial and residential real estate advisor. We work responsibly in partnership to enhance people's lives and environments. Founded in 1896, Knight Frank is one of the world's leading independent real estate consultancies.

In Ireland, our commercial and residential property agents provide investment, agency and professional consultancy services across core sectors including offices, investment, development land, capital markets, tenant representation, residential capital markets (PRS), valuations and advisory, property asset management, new homes, residential sales, logistics and industrial.



The objective of this policy is to affirm our commitment to achieving long term sustainable outcomes across our operations and our supply chain.

Knight Frank's Corporate Social Responsibility Framework outlines the importance of reducing both our impact on the natural environment and our dependence on natural resources.

The CSR Framework states that we will:

- Achieve improved environmental performance by controlling our impact on the environment through more sustainable office operations.
- Commit to a programme of continual improvement to reduce our energy use and waste burden relative to the growth of the business.

As a responsible business, Knight Frank is committed to conserving energy, paper and other resources,

while reducing waste, and controlling our impact on the environment through more sustainable operations. Conscious of the global impact from discarded plastics; the firm is committed to removing single-use plastics, reducing our reliance on plastic products, and positively influencing the personal choices of our employees.

We also keep up-to-date with all the relevant environmental legislation and regulations, and monitor our progress so that we can produce a regular status report for internal review by the management. This way we can build towards our commitment to becoming a greener, more holistic business.

Knight Frank Ireland is committed to implementing a Net Zero by 2030 Pathway. We understand that to do so we must first take measure of the current situation, which will allow us to identify and implement improvement measures. We have engaged sustainability and renewable energy consultants to assist us in achieving our 2030 goals.

Policy Objectives

Our Sustainability Policy is based on the following objectives:

- **Complying fully** with all applicable legal environmental regulations and codes of practice;
- **Assessing the environmental impacts** of our business operations, continuously seeking to reduce these impacts through the reduction our consumption of energy, water and waste;
- **Positively impacting** the communities in which we operate;
- **Working to protect and preserve** our local environment, while seeking to reduce our wider environmental impacts;
- **Monitoring and quantifying** our progress to ensure on-going improvements in our sustainability practices;
- **Developing** our people's and partner's sustainability **knowledge**;
- **Proactively engaging** with stakeholders, including but not limited to; clients, suppliers, contractors, business partners, technicians / operational personnel and employees;
- **Ensuring** our sustainability policy is implemented throughout our Irish operations.



Our Commitments

In order to put our objectives into practice, we are committed to the following:



Reducing business-related carbon emissions, with the aim of achieving net zero carbon by 2030.

- Commissioning energy audits at our head office to accurately calculate current carbon footprint and identify areas for improvement;
- Quantifying business-related car usage with the aim of reducing associated carbon emissions;
- Quantifying business-related air travel and calculating associated carbon emissions;
- Utilising Carbon Offset schemes as a last-resort, for example where air travel is strictly necessary.
- Setting specific carbon-reduction goals and measuring our progress against this target;

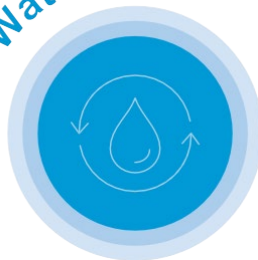
Energy



Reducing energy usage across the board.

- Commissioning energy audits at our head office to accurately calculate current energy usage;
- Reducing primary energy demand across all of our offices by monitoring energy usage and conducting regular reporting to ensure continual reduction in line with energy audit;
- Educate and inform clients, suppliers, contractors, business partners, technicians, operational personnel and employees on the importance of reducing their energy usage, and the various ways in which this can be achieved.

Water



Reducing water usage.

- Monitoring current water usage to get a baseline of consumption;
- Quantifying both outdoor and indoor water consumption;
- Reducing water usage;
- Educating clients, suppliers, contractors, business partners, technicians, operational personnel and employees about the importance of reducing water consumption, and the various ways in which this can be achieved.



Implementing waste management systems to reduce waste generation.

- Measuring current waste generation and quantifying waste sources;
- Identifying improvements in our waste management processes;
- Implementing enhanced waste-management processes.



Purchasing, using and specifying materials which will not cause harm either locally or within the wider environment.

- Drafting a company-wide procurement policy which outlines our sustainable procurement strategy and requirements;
- Identifying and engaging suppliers and contractors who focus on sustainability and environmental best-practice, and making this central to our procurement policy;
- Purchasing products which have the least possible environmental impact, and writing this into our procurement policy;
- Minimising the use of hazardous chemicals and solvents across our office locations and encouraging our clients, suppliers, contractors, business partners, technicians, operational personnel and employees to do the same.



Promoting and conserving biodiversity wherever possible.

- Promoting and preserving biodiversity in and around our office;
- Working to promote and preserve biodiversity within the wider environmental context;
- Identifying preferred charity partners in the biodiversity sphere.



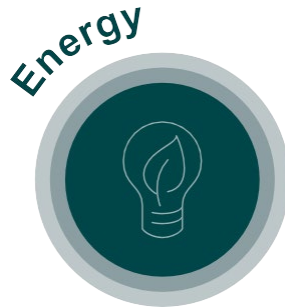
- Identifying knowledge gaps within our people;
- Preparing training programmes across the company to upskill our people and give them the tools they need to implement our sustainability policy.

Taking Action

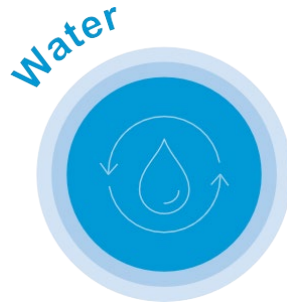
We will put our commitments into action by undertaking the following:



- Investigate the potential to carry out an energy audit at our head office;
- Work to determine whether Carbon Audit will be necessary;
- Identify Carbon Offsetting programme for future use where air travel is strictly necessary;
- Arrange sustainability briefing with key stakeholders, to discuss the sustainability policy and its implications.
- Requesting feedback and ideas for further improvement in the area of carbon reduction;
- Go-Car service already implemented, we will encourage our employees to use the electric car option wherever possible.



- Investigate the potential to carry out an energy audit at our head office;
- Investigate smart lighting controls at our head office to determine the potential impacts of this measure on energy usage;
- Identify other potential energy saving measures, i.e. installing boiling water taps rather than using kettles to boil water;
- Implement “switch off” policy across the board and instruct all clients, suppliers, contractors, business partners, technicians, operational personnel and employees to turn off lights and IT equipment when not in use;
- Create marketing materials, i.e. posters, to remind clients, suppliers, contractors, business partners, technicians, operational personnel and employees of “switch off” policy;
- Arrange sustainability briefing with key stakeholders, to discuss the sustainability policy and its implications.
- Request feedback and ideas for further improvement in the area of energy reduction.



- Work to measure current water usage;
- Investigate water-reduction methods to reduce water consumption in existing fixtures;
- Ensure any and all newly installed toilets, urinals, taps and showerheads that are eligible for labelling must be WaterSense labelled or equivalent;
- Create marketing materials, i.e. posters, to remind clients, suppliers, contractors, business partners, technicians, operational personnel and employees of the importance of water conservation;
- Work towards reducing water consumption across all areas of operation by at least 20%.

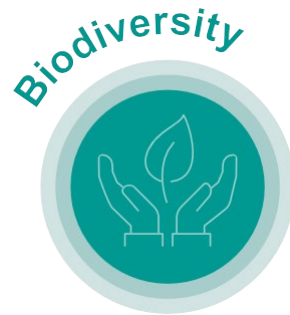


- Conduct a waste audit to identify current waste quantities and sources;
- Upgrade our recycling facilities to include clearly labelled and segregated waste-collection systems;
- Implement a composting policy and install composting facilities;
- Recycle equipment that is no longer of use to the company and where possible look to circular economy uses; for example, giving away electronic items / furniture etc. that we no longer use to not for profit organisations, schools etc;
- Identify a waste reduction target and work towards it, for example zero waste to landfill by 2025.

Materials



- Conduct a review of our current supply chain and identify areas of improvement;
- Identify sustainable procurement manager to draft sustainable procurement policy;
- Purchase electricity from a supplier committed to providing 100% renewable energy;
- Purchase only 100% recycled paper products, including toilet paper, printer paper, tissue paper etc;
- Purchase only environmentally-friendly cleaning products and instruct cleaning staff to use only these products;
- Purchase and specify materials, fixtures, fittings and furnishings from sustainable sources, for example ensure all timber products are Forest Stewardship Council (FSC) certified;
- Request EPDs (Environmental Product Declarations) for all new products and materials;
- When specifying products and materials, ensure low VOC (Volatile Organic Compound) and formaldehyde emissions;
- Purchase only fair-trade and/or eco certified supplies wherever possible (for example coffee, tea etc.);
- Eliminate our consumption of single-use plastic products, by seeking out sustainable suppliers and refilling items such as toner cartridges and hand-soap dispensers;
- Reduce our reliance on paper and reduce office printing by utilising cloud-based storage solutions and other paper-saving administrative initiatives;
- Where printing is necessary, ensure it is double-sided and printed on recycled paper.



- Join the All Ireland Pollinator Plan and log any biodiversity initiatives undertaken across our office locations;
- Identify potential areas for biodiversity protection across our office locations;
- Investigate off-site biodiversity measures, such as Knight Frank-sponsored tree-planting initiatives;
- Organise biodiversity-focused events such as company-wide tree planting days in lieu of traditional team building activities;
- Promote the benefits of biodiversity protection and preservation both internally and among our client base.



- Members of "Surveyors Declare" through SCSi;
- Liaise with Irish Green Building Council to identify if membership would be suitable;
- Further internal training / up-skilling plan to ensure a strong level of sustainability knowledge across our team.



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