

ENVIRONMENT POLICY FOR UK AND IRELAND

As the world's largest commercial real estate services company, CBRE UK and Ireland is committed to fulfilling its duty to be an environmentally responsible business. Using our skills and expertise, CBRE will endeavour to protect and restore the Earth's natural resources through implementing environmentally sustainable best practices for our own operations and by supporting our clients in their efforts to address their environmental responsibilities.

This policy supports the work of the Environment pillar which is one of three pillars which make up the suite of ambitions and KPI's that form the ESG framework.

To ensure our commitment to this policy, CBRE will strive to achieve the following:

Sustainable and resilient operations

- Measure, monitor and reduce our carbon emissions across our business, in line with the Science Based Target initiative, with an ambition to be net zero by 2030.
- Give preference to certified green buildings for our leased corporate facilities, and/or pursue interior design and construction certification using recognized green building standards such as LEED, BREEAM, and SKA for our relocated or refurbished facilities.
- Improve the resource efficiency of our operations through reducing water consumption, diverting waste from landfill and where possible adopting circular economy principles.
- Reduce business travel and seek opportunities for the use of alternative transport modes.
- Monitor and help reduce emissions from our supply chain through engagement and collaboration.
- Review and adopt strategies and management systems that will make our offices and workplaces more resilient to changes in the future climate.

Leadership

- Develop and provide comprehensive energy and sustainability advice and services to our clients, encouraging and collaborating with them to adopt or enhance responsible environmental policies and practices across the property lifecycle.
- Actively engage in thought leadership and public policy debate regarding effective solutions to climate change and related environmental matters, through membership and open dialogue in industry associations, non-governmental organizations and academic forums.
- Provide all employees with a baseline of essential environmental and sustainability training and supplementary training as needed for their job function.

Governance

- Continuously improve governance structures to meet the rigorous principles expected by our people and clients.
- Continually review and monitor material issues and targets as the needs of the business mature and ensure that any future changes maintain alignment with the Sustainable Development Goals.

- Continue to comply with all prevailing environmental laws and regulations throughout our network of offices and workplaces.
- Implement environmental management systems aligned to the principals set out in the internationally recognised standard ISO14001.
- Report annually on our progress and future goals.

This policy is an integral part of our core business strategy and is supported by a wider suite of policies, strategies and standards.

Oversight of this Policy, the incorporation of environmental practices, and reporting on performance to this policy is the duty of the ESG Committee. This policy is communicated to all those directly involved in our business activities and is available to view on our external and internal websites.

A handwritten signature in black ink, reading "Ciaran Bird". The signature is fluid and cursive, with a large initial 'C' and 'B'.

Ciaran Bird
Divisional President, Advisory Services, CEO UK & Ireland