

# No BS ESG

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# What we'll cover

## WHAT ESG IS

And why it matters

## ESG IN THE CURRENT CONTEXT

And real estate

## WHERE THINGS GO WRONG

And how to get it right

# ESG

## ENVIRONMENT

Climate change

Greenhouse gas emissions

Biodiversity

Energy efficiency

Water and material wastage

## SOCIAL

Diversity & inclusion

Stakeholder engagement

Staff health & wellbeing

Human rights

Employee devt & retention

## GOVERNANCE

Board compensation & diversity

Risk management at organisational level

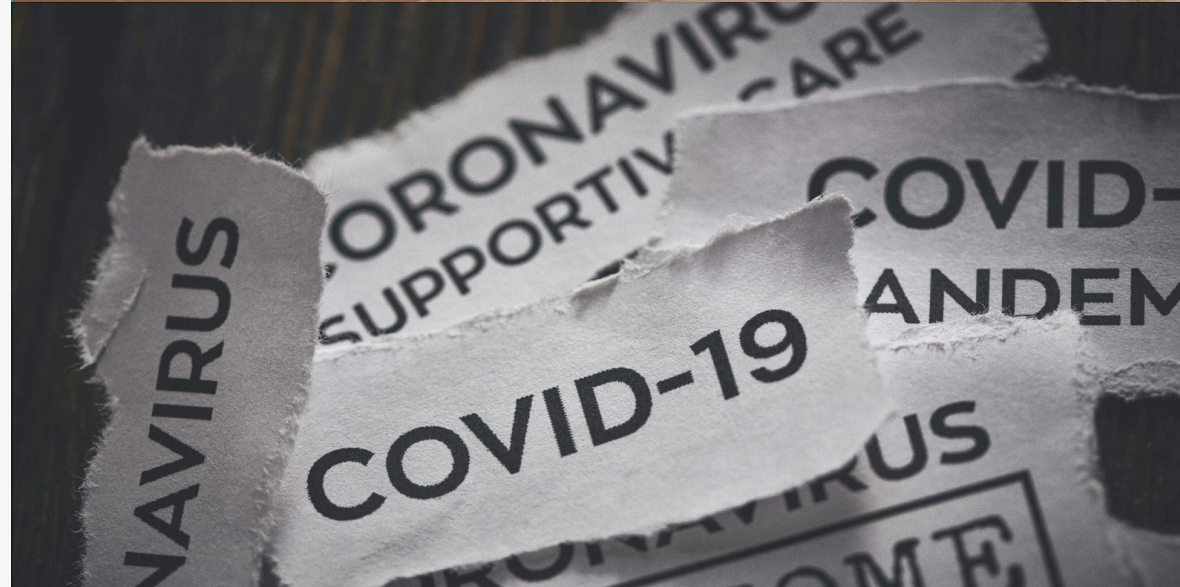
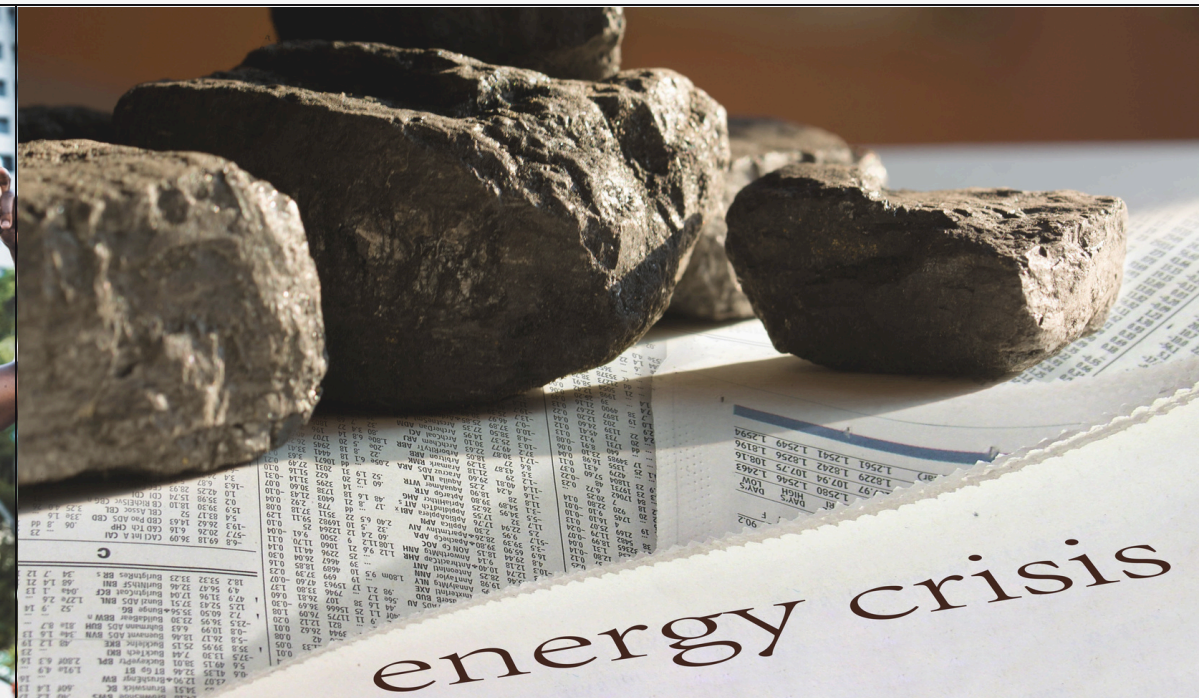
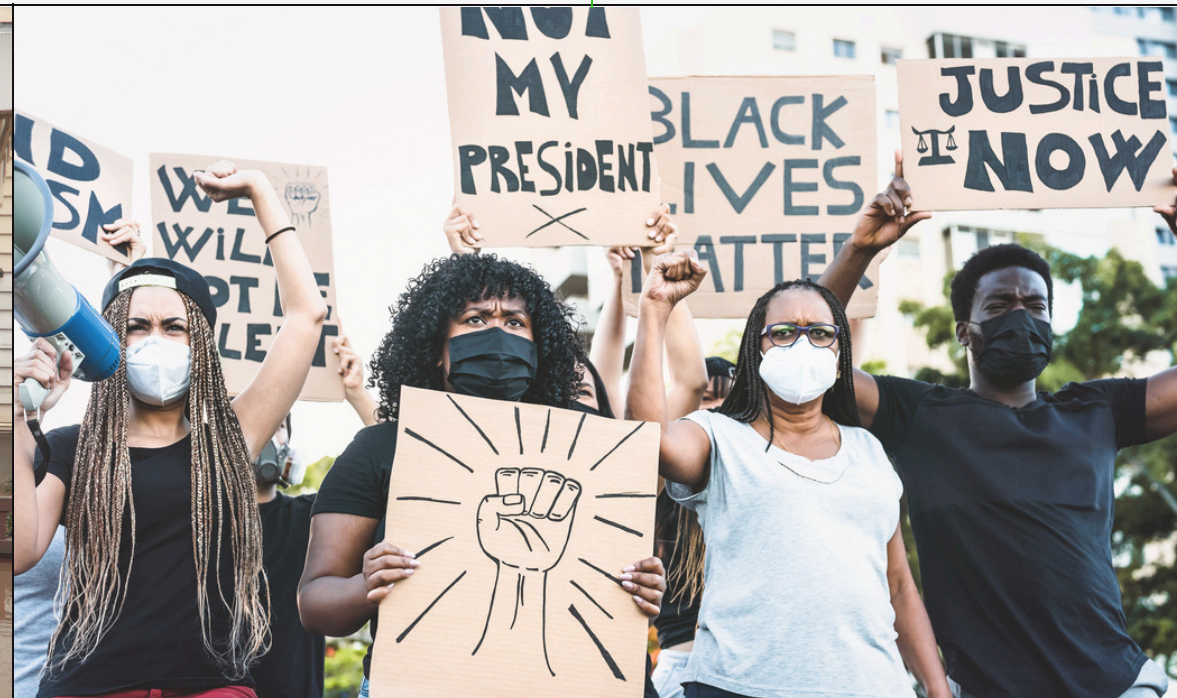
Financial management

Ownership & control

Taxation

# Why now

Recognition of the role of companies, and finance, in addressing regional and global issues.



## Why real estate

Buildings and construction together account for 36% of global final energy use and 39% of energy-related carbon dioxide (CO<sub>2</sub>) emissions.

UN ENVIRONMENT PROGRAMME



# Key drivers

Growing investor & tenant expectations

Green premium, brown discount, risk of stranded assets

Mitigation of current & future risks  
- business related, climate related

Current & emerging regulatory requirements

Improved visibility & credibility



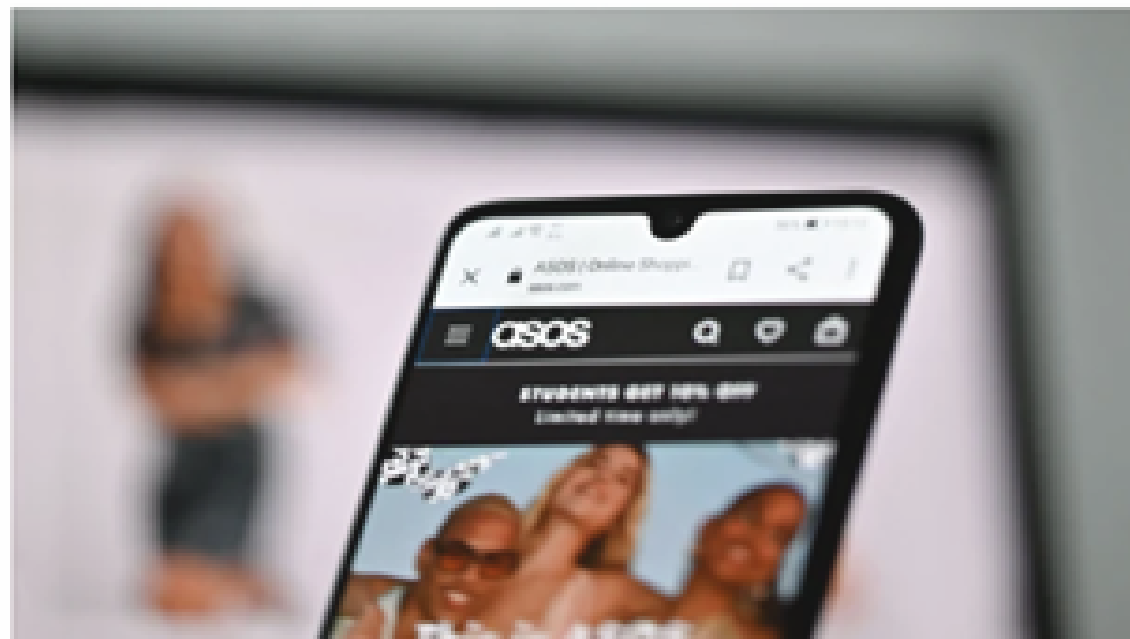
# How it goes wrong

- Through omission
- Deliberately mislabelling
- Ignoring issues i.e. supply chains
- Lying
- Fudging

## ASOS quietly got rid of its 'Responsible' clothing collection ahead of CMA greenwashing probe

**EXCLUSIVE**

The fashion brand is being investigated by the competition watchdog over potentially 'misleading eco claims'



ASOS removed its sustainable fashion collection from its website (Credit: JUSTIN TALLIS / AFP)

By Madeleine Cuff, Tom Saunders

August 28, 2022 12:48 pm (Updated August 30, 2022 1:34 pm)

## Ex-Brewdog staff allege culture of fear at brewer

6 June



Brewdog founder James Watt (right) said the brewery was 'sorry'

Former staff at Brewdog have alleged a "culture of fear" at the beer firm with "toxic attitude" to junior employees.

## DWS is in Deep Doo-Doo Over Greenwashing – Here's What's Happening

...er-ending story, culminating last week with the raid of offices and the subsequent replacement of DWS's CEO. The company's credit rating is maintaining its ratings

6 June, 2022 | 8:01AM



...a turbulent week for DWS. On Tuesday, German police raided the headquarters of Deutsche Bank's asset management subsidiary DWS. A day later, DWS said its CEO Asoka Wöhrmann was stepping down.

# HOW TO GET IT RIGHT

## Clear strategy

- Your values and value add
- ESG related commitments incl. how these will be measured, tracked and communicated
- Clearly communicate internally and externally

## Accountability & transparency

- Be clear on roles at Board and Senior Exec levels, and throughout the business
- Share and publish what you can
- Regular reporting/consider integrated reporting

## Data & evidence

- Consider benchmarking
- Be accurate
- Consider both qualitative and quantitative data
- External validation & verification
- Accept messiness - requirements will change over time



And the most important  
thing .... get started

Review, refine, review as  
you progress



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