

OUR ESG SERVICES

Delivering sustainability,
wellbeing and social value
at asset level



ESG: BEYOND BUSINESS AS USUAL

In today's world, environmental, social, and governance (ESG) issues are not just challenges—they're opportunities for innovation and growth. The real estate sector is no exception.

At Workman, we are committed to staying ahead of these changes, offering a full spectrum of ESG solutions tailored to the needs of both investors and occupiers.

From reducing the carbon footprint of buildings to ensuring our managed properties promote the wellbeing of occupiers and deliver a positive social impact in their communities, our breadth of solutions address the full range of ESG opportunities.

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*Environmental challenges
can be catalysts for
growth and innovation*

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DELIVERING ON YOUR ESG OBJECTIVES

We strive to ensure that our clients' assets operate in ways that are environmentally and socially responsible.

STRATEGIC EXPERTISE, PRACTICAL ACTION

Our team combines strategic insight with hands-on expertise, developing, implementing, and monitoring actionable ESG initiatives at asset level. Our property managers and building surveyors seamlessly integrate these initiatives into comprehensive asset management plans.

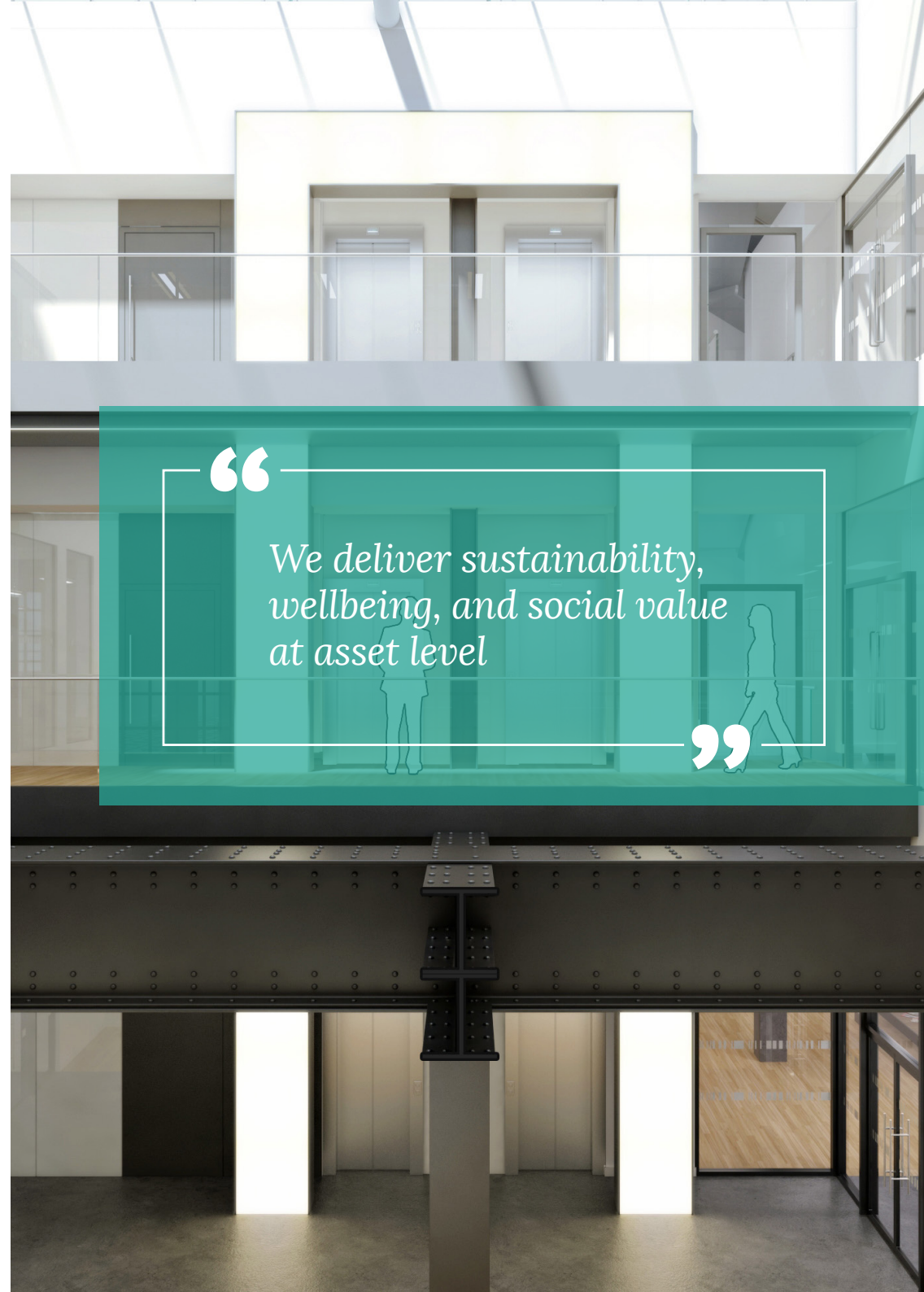
MEASURABLE IMPACT

We don't just talk about ESG—we deliver tangible results in sustainability, wellbeing, and social value for both investors and their customers.

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*We deliver sustainability,
wellbeing, and social value
at asset level*

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ENVIRONMENTAL BEST PRACTICE

We ensure that all instructions implement and adhere to environmental best practice, meeting current legislative requirements and clients' own sustainability targets and procedures.

Our approach is underpinned by our robust Environmental Policy and our in-house Environmental Management System, which is certified to ISO 14001: 2015.

As part of our commitment, we set our own reduction targets for continual year-on-year performance and are aligning these to our Net Zero 2030 target across our own offices. We are externally audited annually, and share our own data and performance on request.

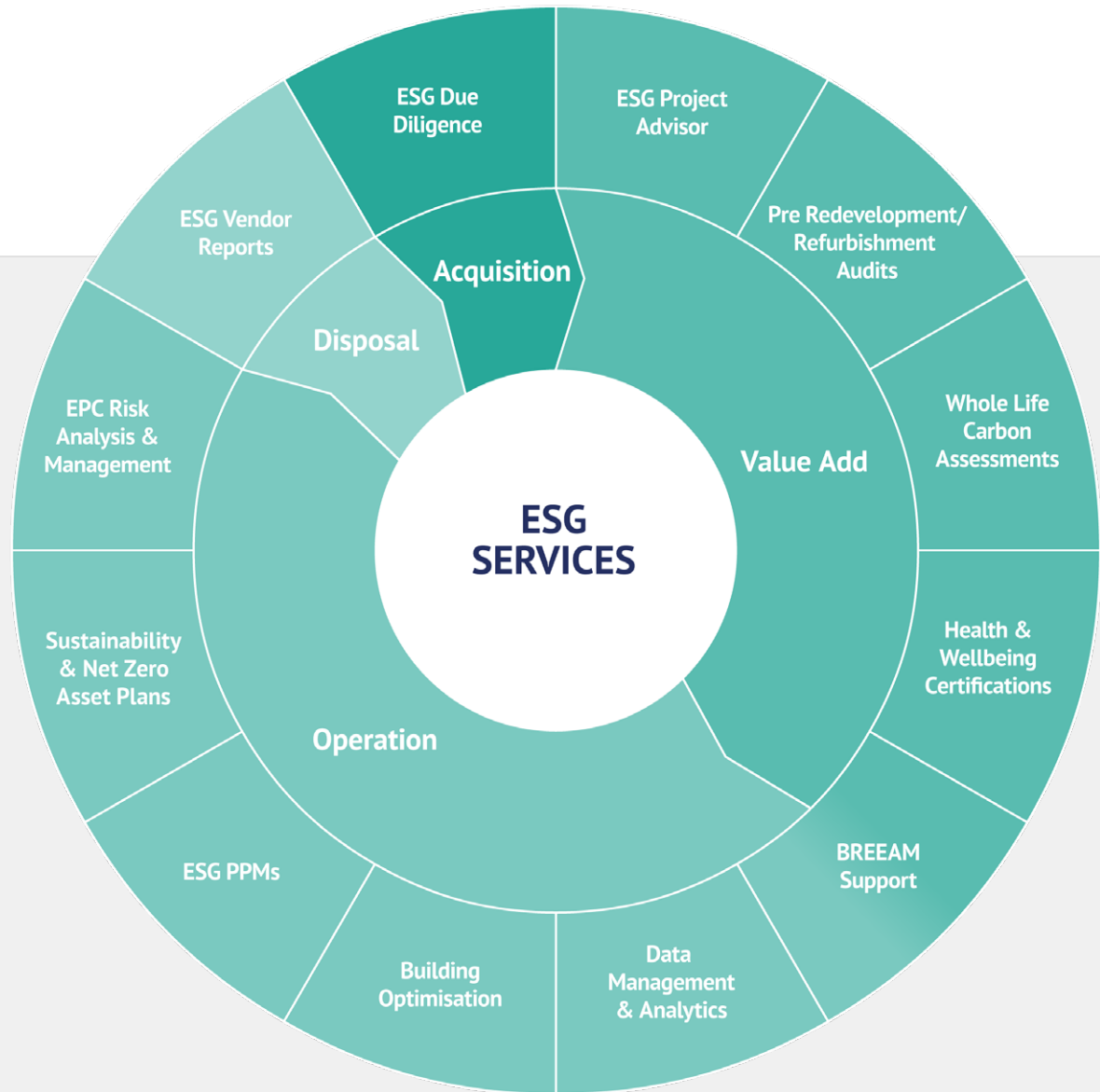


OUR ESG SERVICES

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“Our ESG team supports clients through the whole development & investment lifecycle”

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ENVIRONMENTAL BEST PRACTICE



ESG PRE ACQUISITION DUE DILIGENCE

Our ESG-specific due diligence service helps you assess the ESG performance, risks, and opportunities of an asset before purchase.

We provide concise reports summarising performance based on available data, including: energy intensity, water efficiency, EPC ratings, environmental certifications, potential building fabric and M&E services improvements, renewables, and green energy. We also consider climate resilience, travel impacts, biodiversity and social value impacts where relevant.

This top-level overview informs the acquisition process and supports effective asset management post-purchase.

DATA MANAGEMENT & ANALYTICS

Accurate and current data on energy, waste, and water consumption is essential for effective ESG strategy implementation. Our property management service includes collecting this data through invoices, manual meter reads, or smart meters as part of our Better Building Partnership Core Provisions commitment.

Over and above this, we offer data analytics to support improved performance. Using your chosen platform, we review consumption reports, resolve gaps, and provide advice based on detailed reporting. We identify and address issues promptly to drive efficiencies.

We routinely review reports from your monitoring and targeting partners to understand and act on trends. We also engage with occupiers in a variety of ways to gather comprehensive consumption data, ensuring whole building performance visibility.

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Accurate and current data is the foundation for implementing a successful ESG strategy

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ENVIRONMENTAL BEST PRACTICE



BUILDING OPTIMISATION

Our Building Optimisation service reviews your building's metering, plant setup, and consumption data to find efficiency opportunities. Working with our Building Technology team, we assess the potential of smart building technology to automate maintenance, gather occupier data, and enhance control over your environment.

Optimising with smart technology boosts performance and supports Net Zero goals. We ensure continuous monitoring and measurement of improvements post-audit to maintain and enhance efficiency. IBOS, our own intelligent building platform, typically achieves energy savings of between 20-40% within a year of installation.

Further information on our [Intelligent Building Operating System \(IBOS\) can be found here](#)

SUSTAINABILITY ASSET PLANS

Our Sustainability Asset Plans are the foundation for implementing environmental strategies and targets at the property level. Created from detailed audits of existing documents like EPCs, ESOS audits, and PPMs, these plans identify asset-level opportunities and provide a platform for progress reports and action plans.

We align asset-level targets with stakeholder aspirations, creating specific plans that cover energy management, EPC ratings, biodiversity, social value, and community impact. This ensures all actions are clearly defined, have an audit trail, and foster collaboration among all parties.

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Building optimisation identifies the potential for improving an asset's future performance and efficiency

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ENVIRONMENTAL BEST PRACTICE



NET ZERO ASSET PLANS



Creating a Net Zero building requires a commitment to significant energy reduction, optimising management systems and following circular economy principles to minimise embodied carbon.

Our Net Zero Asset Plans capture current building performance, going beyond purely energy and addressing waste, water, refrigerants, transport, service provision, fit-out, and refurbishment.

Using dynamic thermal modelling, we analyse and forecast improvement opportunities aligned with leasing strategies and planned maintenance expenditure to establish a commercially robust pathway for achieving Net Zero carbon. This includes CRREM stranding positions as well as carbon accounting forecasts to assist with wider corporate reporting.

ESG PPM OVERLAY

Our ESG PPM overlay service identifies opportunities beyond traditional planned maintenance schedules, which typically only focus on like-for-like repairs, highlighting opportunities for reducing embodied carbon and operational energy use.

By integrating these within the same PPM document and using separately identified items, we ensure transparent budgeting to facilitate discussions between all parties on cost liabilities, recognising the need for a shared commitment between expenditure and reducing operational costs on the journey to Net Zero.

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**Net Zero Asset Plans
completed for more
than seven million
sq.ft of assets and new
developments**

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ENVIRONMENTAL BEST PRACTICE



WHOLE LIFE CARBON ASSESSMENT

Our Whole Life Carbon Assessment services support the project team to deliver against your Net Zero carbon aspirations by providing guidance and formal assessment at key project stages.

This helps establish an accurate carbon position relative to industry recognised targets as well as demonstrating emission reduction throughout the project, while also providing the evidence needed to support offsetting decisions and Net Zero claims on completion.

ESG PROJECT ADVISOR

Our ESG Project Advisor role interrogates the project brief, ensuring clear aspirations and targets are captured to deliver Net Zero (and wider ESG targets). We challenge project teams to think beyond statutory compliance, using innovation to maximise opportunities as the design develops to ensure they can be effectively integrated.

This includes scenario modelling to feed into viability at the start of projects, pushing the design team to think beyond business as usual across the whole project lifecycle, and handing over to an informed FM team to maintain the building operation in an optimal state of efficiency.

PRE-REFURBISHMENT/ REDEVELOPMENT AUDIT

Our Pre-Refurbishment/Redevelopment Audit service provides a comprehensive early assessment of materials arising from planned projects, identifying potential reuse or recycling opportunities as part of the transition to a more circular economy. This proactive approach is designed to divert materials from landfill or incineration, promoting more sustainable project outcomes.

By conducting the audit at the very outset of the project, we can support the design team to incorporate these reuse opportunities as the design work progresses.

ENVIRONMENTAL BEST PRACTICE

BIODIVERSITY CONSULTANCY

Our [Building Biodiversity campaign](#) showcases the importance of biodiversity in urban environments and best practices for improving it. Having partnered with the Natural History Museum's Urban Nature Project as a leading example of what can be done, we aim to create spaces within assets to provide access to nature, green areas for time out and to engage the local community.

We can work with you to introduce biodiversity to existing assets and refurbishment projects, addressing biodiversity net gain requirements early to enable target setting and integration within wider scopes of work. Nature-based solutions vary in scope and can range from installing living surfaces on buildings to the repurposing of unused land on retail parks into community allotments and introducing beehives on business parks and shopping centres.

As reporting requirements expand with the introduction of Taskforce on Nature related Financial Disclosure (TNFD) over the next few years, we will work with clients and our ecology experts to ensure that the practical asset level solutions are assessed and integrated as widely as possible.

 **Building
Biodiversity**

 **NATURAL
HISTORY
MUSEUM** | **THE
URBAN
NATURE
PROJECT**



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*We create spaces
within assets
to embrace and
provide access
to nature*

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SOCIAL IMPACT

The modern workforce expects their place of work to incorporate many aspects of health and wellbeing.

This social aspect is an important component of the overall customer experience that occupiers demand, and a core element of the ESG framework.

With extensive experience and a practical knowledge base, we help clients make sense of this complex landscape by putting the 'S' into ESG.



SOCIAL IMPACT

WELLBEING & COMMUNITY ASSET PLANS

We are committed to creating an outstanding customer experience for your occupiers and local communities. We actively seek opportunities to create environments where occupiers want to stay as a result of their staff being in a healthy and productive environment.

Our Wellbeing & Community Asset Plans identify and implement health and wellbeing opportunities suitable to each asset and the specific requirements of its occupiers. Initiatives vary from simple schemes such as running clubs, workshops and seminars to large-scale initiatives such as installing gyms or specialist cycle storage facilities.

Where required we will align these with Fitwel certification frameworks so that a clear understanding is gained of the Fitwel scoring, should certification be a goal.

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Wellbeing Asset Plans identify initiatives suitable for each asset and its occupiers

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SOCIAL IMPACT



SOCIAL VALUE PROGRAMMES

The positive impact that commercial assets can have on their local community can create real social value. In our role as property managers, we have an increasing responsibility to realise the opportunities for assets to positively contribute to their community, and for those communities to share and enjoy them.

We collaborate with local stakeholders, including charities, community groups and local authorities to create and implement asset-level programmes that generate a positive social impact.

Initiatives range from active management of the local supply chain, charitable events and fundraising, volunteering opportunities, creating training opportunities and running support networks for local communities.

We see our role as facilitating opportunities and working with all relevant parties to ensure that each asset contributes to and enhances the community within and around it. Should clients want to formally score the value created, we can help review and select the measurement tools required.

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We have a responsibility to help ensure that assets positively contribute to and engage with the local community

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GOVERNANCE

All of these initiatives sit within a clear governance framework for each client. Agreeing this framework is crucial to delivering the ESG strategy, and establishing the level of compliance, performance, and reporting required.

We work with clients to create this framework by defining the strategy, standards and certifications required.

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Agreeing a governance framework is crucial to delivering an ESG strategy

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GOVERNANCE



ESG STRATEGY

A well-crafted ESG strategy is the cornerstone of sustainable success. We work with you to develop a tailored ESG strategy that aligns with your corporate goals and portfolio needs, ensuring you meet regulatory requirements while driving long-term value. From defining clear governance frameworks to setting high standards for compliance and performance, our approach is designed to help you achieve meaningful, measurable ESG outcomes that resonate with investors, occupiers, and the communities you serve.

EPC RISK ANALYSIS & IMPROVEMENT

Investors need complete visibility of their portfolio's EPC profile to identify future risks and opportunities for improving each asset's ratings. Current MEES (Minimum Energy Efficiency Standards) legislation prevents units or properties with an EPC rating below 'E' from being let or sold. A number of interim improvement measures have been set out by the UK Government culminating by 2030, with a requirement for all properties to achieve an EPC B rating.

Through our EPC Risk Analysis process, we work with clients to understand each asset's strategy (e.g. hold, sale, refurbish) and work with approved EPC providers to obtain the desired EPC 'B' target reports that identify the specific interventions required at each asset to meet this target.

We then agree priorities to create a rolling programme of required interventions to meet statutory and asset targets, with an Upgrade Assessment Report provided for each asset including costed options aligned to lease events at the property.

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Visibility of EPC profiles at portfolio level is crucial to accurately assess risks and opportunities in line with the investment strategy

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GOVERNANCE



ACTIVE SCORE

We advise clients on how to achieve the highest certification possible for the active travel facilities in their space, through site assessments and reporting using a robust scoring criteria that considers future proofing, sustainability and tenant wellbeing.

We undertake the necessary pre-assessments and can support project teams as necessary through design work to enable ActiveScore accreditation to be sought.

FITWEL CERTIFICATION

Our in-house Fitwel ambassadors can help you achieve Fitwel certification for your assets. We undertake a desktop analysis of the current position, breaking down initiatives by cost and ease of implementation, to ensure clients can see likely outcomes prior to commencement.

The whole process is fully managed from start to certification and the benefits are proven to attract and retain occupiers.

While we can drive standards to meet this certification, we can also create Wellbeing Asset Plans based on the same principles, even where certification is not the preferred outcome.

BREEAM SUPPORT

Obtaining BREEAM certification for In Use, Refurbishment or New Construction can be process heavy and risks losing sight of key project objectives and targets.

Combining our project and operational property experience, we collaborate with all parties including the appointed BREEAM advisor to help streamline the process of data collection, assisting with third-party reporting as well as integrating wider project deliverables to avoid duplication of output.

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Fitwel is a data-driven certification system which aims to optimise buildings to support occupant health and wellbeing

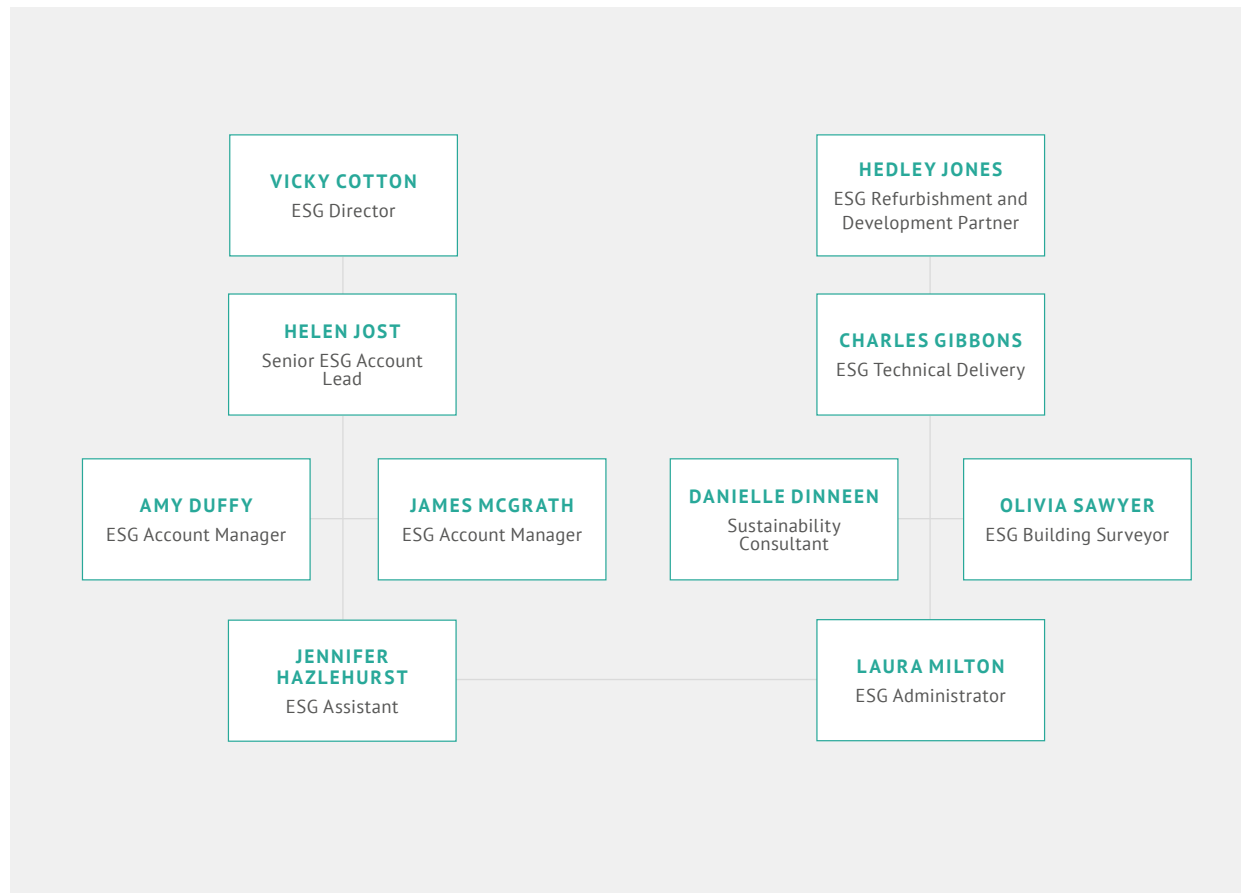
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A MULTI-DISCIPLINED TEAM OF ESG SPECIALISTS

To deliver the breadth of ESG services today's investors require, we have assembled a multi-disciplined team with a range of expertise across the spectrum of E, S and G.

Led by Vicky Cotton (Operations) and Hedley Jones (Refurbishment & Development), our team includes experienced technical specialists in:

- ✓ ESG Due Diligence
- ✓ Environmental data and reporting
- ✓ Creating and implementing sustainability asset plans
- ✓ Building optimisation
- ✓ Health & wellbeing initiatives including Fitwel accreditation
- ✓ Net Zero Asset Plans and carbon reduction strategies
- ✓ Whole-Life Carbon Assessments
- ✓ Refurbishment & Development ESG Project Advisory



A MULTI-DISCIPLINED TEAM OF ESG SPECIALISTS

For more information please
contact our ESG team.



workman
esg services



www.workman.co.uk/services/environment-social-governance/



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