

UN GLOBAL COMPACT

LONGEVITY PARTNERS
COMMUNICATION ON PROGRESS 2022
Period covered: 30/06/2021 – 30/06/2022

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CEO STATEMENT

28 September 2022

To our stakeholders,

I am pleased to confirm that Longevity Partners continues to support the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. We remain committed to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our firm.

In this first annual Communication on Progress and reporting exercise, we proudly reaffirm our commitment to the implementation of those principles and describe our tangible actions to continually improve the integration of the Global Compact into our business.

We are working hard to expand our commitment to sustainable development and communicate more extensively on our progress in the coming years.

Sincerely yours,
Etienne Cadestin



signature

Étienne Cadestin

Founder & Global CEO

ABOUT LONGEVITY PARTNERS



Who we are

Longevity Partners is a multidisciplinary sustainability consultancy founded in 2015 to support businesses in the transition to a low carbon economy across Europe, the Americas, and Asia. We provide strategic guidance, compliance support and innovative solutions to property investors, developers and occupiers. We enable them to achieve their climate goals, reduce their environmental impact, future-proof their businesses and unlock their full commercial potential.



Our Values

- › Creativity
- › Excellence
- › Integrity
- › Impact
- › Teamwork



Our Projects

With offices in London, Paris, Amsterdam, Munich, Milan, Tokyo, Austin, New York and Seattle, Longevity Partners is a multidisciplinary sustainability consultancy providing the full scope of ESG services to ensure the transition to a low carbon economy, reduce inequality, and future-proof cities. We are one of the largest BREEAM In-Use assessors in the world with USD 200bn of assets certified in more than 40 countries.

ABOUT LONGEVITY PARTNERS (Continued)

Our clients

Longevity Partners provides first-class energy and sustainability advice to developers, owners, investors and occupiers across all sectors of the property industry. Some of our key clients include:



Our awards

Longevity Partners has been recognised for its pioneering work across the globe.



OUR PEOPLE



145 employees (78 women / 67 men)
Average age: 25-35 years old



62 employees (30 women / 32 men)



29 employees (16 women / 13 men)



27 employees (16 women / 11 men)



13 employees (6 women / 7 men)



14 employees (10 women / 4 men)

OUR CONTRIBUTION TO THE SDGs

Longevity Partners is a global multidisciplinary sustainability consultancy, offering the following services to its Real Estate and Infrastructure clients:

Strategy & Reporting

Longevity Partners deals with all ESG issues in the context of our support for GRESB, ESG Strategy, SFDR & EU Taxonomy, Policy & Regulation, Social Value, Data Management and TCFD.

Sustainable Finance

Longevity Partners supports clients who wish to direct their funds towards more virtuous projects and thus accompany them in the evaluation of climate risks and the definition of extra financial criteria associated with financing and investment projects.

Green Building Certification

Green building certifications (BREEAM, LEED, etc.) are used to assess, recognise, and reward companies and organisations whose assets in operation or under development meet certain green requirements or standards.

Sustainable Design

Our Sustainable Design team provides professional guidance on asset-level strategy development, implementation and other specific supports as implementing Water Efficiency, Life-Cycle Assessment, Embodied Carbon and Circular Economy.

Net Zero Carbon (NZC)

Longevity Partners assists its clients on their Net Zero Carbon journey with the identification, quantification, and implementation of transitional climate risk programs.

Renewable Energy

Whether it's rooftop solar, onsite electric vehicle charging, or offsite green power procurement, the subsidiary Longevity Power works in tandem with the Longevity Partners team to provide a one-stop-shop approach to clean energy within the property industry.

Through these services, Longevity Partners contributes directly to the following SDGs:



Case Study 1

*Client anonymous

SERVICES WE PROVIDED:

BREEAM In-Use

DELIVERABLES:

- Longevity Partners was the first organisation to certify under the first portfolio-wide BREEAM In-Use pilot assessment program.
- Largest portfolio ever certified, at 408 assets.
- The program has developed a methodology and improvement plans at the asset level.



LONGEVITY PARTNERS

ANONYMOUS  Client

Retail  Type of asset

Pan-European  Location

408 assets, 7 countries  Key numbers

Case Study 2

*Client anonymous

SERVICES WE PROVIDED:

Green Loan Advisory

DELIVERABLES:

- Longevity Partners drafted a Sustainable Financing Framework for a client which aligned their ESG and Net Zero targets to their investment strategy.
- We conducted consultant reviews of two green Loans written under the Green Loan Framework used to finance a new development and retrofit an existing scheme. This unlocked sustainable capital purposed to achieve several environmental KPIs.



LONGEVITY PARTNERS

ANONYMOUS

★ Client

Student Accommodations

🏠 Type of asset

London UK

📍 Location

£334,300,000
Green Capital Raised

📊 Key numbers

Case Study 3

*Client anonymous

SERVICES WE PROVIDED:

NZC Energy Audit

DELIVERABLES:

- Longevity Partners was mandated to conduct NZC energy audits on 30+ assets in UK and 6 European countries.
- Our engineers have surveyed the sites and identified tailored energy conservation measures to meet client's targets.
- Longevity Partners modelled all the assets with the IES VE software suite for Dynamic Thermal Simulations.



LONGEVITY PARTNERS

ANONYMOUS  Client

Office, warehouse, retail  Type of asset

UK, France, Netherlands, Poland, Czech Republic, Spain, Italy  Location

33 assets  Key numbers

Case Study 4

*Client anonymous

SERVICES WE PROVIDED:

ESG Strategy - Peer review and Legislation review

OBJECTIVE:

Assist in kickstarting development of an overarching ESG policy at the parent company level, to engage all 6 subsidiaries with global ESG requirements and targets.

DELIVERABLES:

- Provide a review of ESG policies and actions of 9 multinational peer companies, in comparison to each of their 6 subsidiaries and highlight best practices.
- Provide a review of ESG related legislations of the four countries that their subsidiaries are based in, focusing on how the company can drive alignment with current and/or upcoming ESG policies.



LONGEVITY
PARTNERS

ANONYMOUS



Client

Office/Retail/Logistics



Type of asset

Japan, Singapore, UK, US



Location

6 subsidiaries



Key numbers



Case Study 5

*Client anonymous

SERVICES WE PROVIDED:

Life Cycle Analysis benchmark & optimisation

DELIVERABLES:

Comparative study of previous life cycle assessments, definition of their baseline, search for alternative materials to reduce the carbon content of their new buildings, qualitative comparative study of different technical equipment, synthesis of best practices for Poland, Germany, France, the Netherlands, Italy and the Czech Republic



LONGEVITY PARTNERS

ANONYMOUS  Client

Logistics  Type of asset

Europe  Location

6 countries  Key numbers

Case Study 6

*Client anonymous

SERVICES WE PROVIDED:

GRESB

DELIVERABLES:

- Assembly of all data on the entire portfolio.
- Support in completing the full submission from open text box answers through to arrangement of evidence.
- Creation of a detailed improvement plan to enable the fund to improve its score in the following submissions.

OUTCOMES:

- Client was awarded 58 points.



LONGEVITY PARTNERS

ANONYMOUS

★ Client

Residential/Office/Retail /Logistics

🏢 Type of asset

Australia, Austria, Japan, Spain, UK, US

📍 Location

1 fund, 68 assets

📊 Key numbers

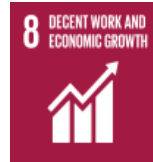
OUR CONTRIBUTION TO THE SDGs

Longevity Partners is committed to developing an internal ESG strategy, in line with the strong values shared by all employees:

SOCIAL



- ✓ Health & Safety
- ✓ Wellbeing



- ✓ Attraction & Retention
- ✓ Trainings



- ✓ Inclusion & Diversity

ENVIRONMENTAL



- ✓ Paper Consumption



- ✓ Energy Consumption



- ✓ Biodiversity



- ✓ GHG Emissions

SOCIAL & ENVIRONMENTAL



- ✓ Our Commitment to the Global Compact our future ambitions
- ✓ Our internal ESG committee

SUSTAINABILITY COMMITTEE

Internal management

13

Employees Sustainability Committee

8

Number of ongoing projects within
the Sustainability Committee

Since June 2022, Longevity Partners have set up an internal Sustainability Committee to **oversee and drive the effective implementation of Longevity's Sustainability Strategy**. The aim of the Committee is to establish a unified view of ESG, to increase the understanding of the key streams – environmental and social – and to **lead by example by creating robust standards and an organised strategy for our business**, showing our progress and our ability to be leaders in our industry to the world.

The Committee is composed of at least one member from each country on the **social and environmental streams, as well as representatives from HR and business development**. The frequency of meetings is once every three weeks on average.

SOCIAL ISSUES

Concrete actions &
KPIs



RETENTION



INCLUSION & DIVERSITY



TRAININGS



HEALTH & SAFETY



WELL-BEING



SUPPLIERS



EMPLOYEE HANDBOOK

ATTRACTION & EMPLOYEES RETENTION



- Longevity's employees work daily for social and environmental causes in an international environment, conducive to the Group's internal mobility.
- At the same time, all employees are subject to an annual review of their position and remuneration according to their performance. Employees have at least monthly meetings with their managers to talk about their career development.
- Whilst recognising the benefits of in-person collaboration, Longevity operates under a flexible working policy, granting employees the freedom to work from home or the office depending on their circumstances.
- In order to attract talent, Longevity is very present on social networks and regularly shares its success stories.

Between December 2021 and June 2022, our country teams have grown as follows:



41%



83%



75%



100%



66%

INCLUSION & DIVERSITY



- Longevity focuses on employing people from different countries in order to promote diversity multiculturalism within the Group.

Throughout the Group, there is an equal share of male vs. female in managerial positions.

- Longevity does not discriminate between people, the promotion and remuneration policy is applied in a fair and equitable manner, regardless of the value of its employees' qualifications. Employees are also encouraged to follow an internal awareness programme dedicated to the fight against discrimination.



- The HR team is looking into opportunities to recruit employees with disabilities.
- In the meantime, the entire French team took part in a workshop dedicated to raising awareness on people with disabilities.

TRAINING



- All employees must complete mandatory training on anti-corruption and cyber security.
- All employees have access to the Linked In Learning platform containing numerous training programs such as project management, office pack, sustainability skills, etc.
- Every month, an internal programme called LongevityTalks is offered to all countries to discuss topics related to the development of internal activities (e.g., BREEAM, energy, sustainable finance). It also strengthens the internal support system that exists daily between employees in each country through the sharing of skills.



- The UK team has set time aside each week for training session and implemented an additional mandatory training related to IT knowledge.



- The German team has set time aside each week for training session and organises weekly knowledge sharing sessions within the team.



- In France, monthly workshops have been implemented to make growing up the team on daily issues (e.g., customer relations, green architecture).

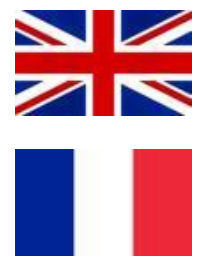


- In US, the team organises regular lunch and learning sessions.

HEALTH & SAFETY



- To ensure health & safety at work, Longevity has set up policy insurance for all employees to benefit from health-related advantages in all countries. All employees have facilities at their disposal to avoid health and safety incidents such as personal protection.
- Protective equipment, if needed and upon request, COVID facilities and protocols in place, ergonomic desks and access to specific training, mainly supplied by LinkedIn Learning such as Reduce Tension with Breathwork, Supporting Your Mental Health While Working from Home or Reduce Stress and Anxiety by Managing Your Nervous System.
- Longevity Partners is also currently working on a Group Health & Safety policy.



- Our UK and French offices are equipped with height adjustable desks to encourage standing work.
- The UK office has also introduced a "sleep pod" to provide an area for employees to rest when required, with pre-installed programmes depending on the requirement of the individual.

WELLBEING



- A monthly meeting with all the group's employees is hosted by the CEO to present new arrivals, news, successful projects and other relevant information.
- Moreover, weekly virtual yoga sessions are organised for all employees throughout the Group, as well as one hour granted per employee everyday to exercise during working hours.



- The US, Germany French teams organises pre- or post-work social events at least once a month to encourage team bonding. In addition, every new employee has an introductory meeting with each department to assist with their onboarding and integration into wider Longevity life.
- The UK office have established a Longevity Sports Club which aims to host an after-work sporting event every month in summer, such as football or touch rugby.
- The US, French and UK teams allow their employees to bring their animals at work when required.
- The UK and French offices have office managers responsible for governing wellbeing at work.

ENVIRONMENT

Concrete actions &
KPIs



PAPER CONSUMPTION



ENERGY CONSUMPTION



WASTE MANAGEMENT



BIODIVERSITY



GHG EMISSIONS

PAPER CONSUMPTION



The Group consumes a very small amount of paper. Measures have been put in place to limit the use of paper, such as digitalizing payslips, contracts, communication media, etc.



The French team has taken the decision to not install printers in their office to promote zero paper consumption.



- Our UK, Dutch and German offices have one printer or sharing printers provided by the office/co-working spaces.
- The volume of printing remains very low as all countries have adapted digitalized measures to reduce their paper consumption footprint.

ENERGY CONSUMPTION



- All of Longevity Partners' offices are rented. Where possible, each office has endeavoured to collate all data related to our environmental performance.
- Whilst the co-working spaces have limited visibility on the energy consumption of their zones, gaps in data has been estimated and analysed as per the below. Longevity is currently working on the subject with landlords to obtain annual consumption figures. For this purpose, the data was estimated* by qualified engineers in each office. **We estimated our total energy consumption at 81.810 kWh and average energy consumption at 207 kWh/sqm.** Longevity is currently studying the installations that could be the cause of overconsumption to reduce its energy consumption.



The Dutch office space is in a BREEAM certified building (Very Good)

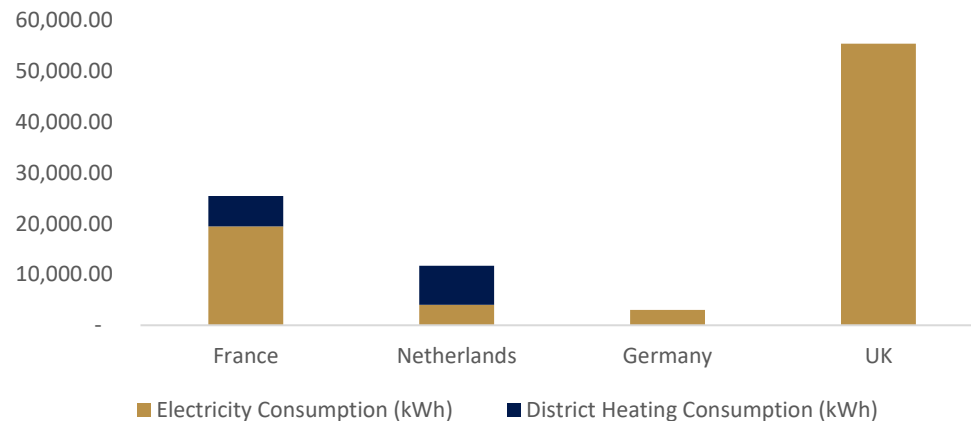


Figure 1 : Total energy consumption

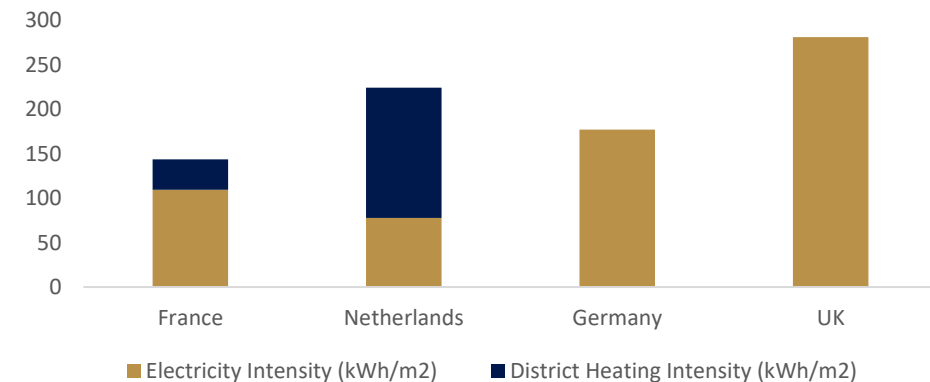


Figure 2 : Total energy consumption per surface area

WASTE MANAGEMENT



- All Longevity offices have adopted a no-single use plastic policy.
- None of our offices use aluminum pods for their coffee machines.
- All electronic equipment is reused by new employees when made available.



- The US office has three waste streams (paper/plastic/aluminium, electronics, and general waste).



- The French office has four waste streams (glass, plastic/paper/aluminium, newspaper and general waste). The office also has a waste stream facility for surgical masks, a water fountain with 19 litre water tanks which are returnable and reusable and second-hand desks.



- The UK office has four waste streams (cardboard, glass/paper/plastic, food/garden waste and batteries).

BIODIVERSITY



All of Longevity's offices were invited to participate to a seed planting challenge during the summer season.



The US team participated in a trail (Red Bud Trail) clean up event in Austin, Texas.



The UK office purchased (and will continue to purchase) eco cleaning products.



The French team organised a voting system during the summer for the design of the offices and the majority of employees voted for increasing the green footprint.



GHG EMISSIONS



- All of Longevity Partners' offices are conscious of the GHG emissions associated with any work-related travel, particularly pertaining to essential audits on site. Where possible, travel by train is the preferential choice.
- In 2022, Longevity Partners set up a business travel log where all employees register their travel since the beginning of the year (2022) and thereafter. Though this tracking processes, we have calculated total emissions of 34.5 tCO₂ for the first half of 2022 (Q1-Q2). Based on this calculations, we estimate our total GHG emissions to be approx. 70 tCO₂.
- Longevity Partners also sent commuting surveys to employees to ascertain our footprint from this carbon source.

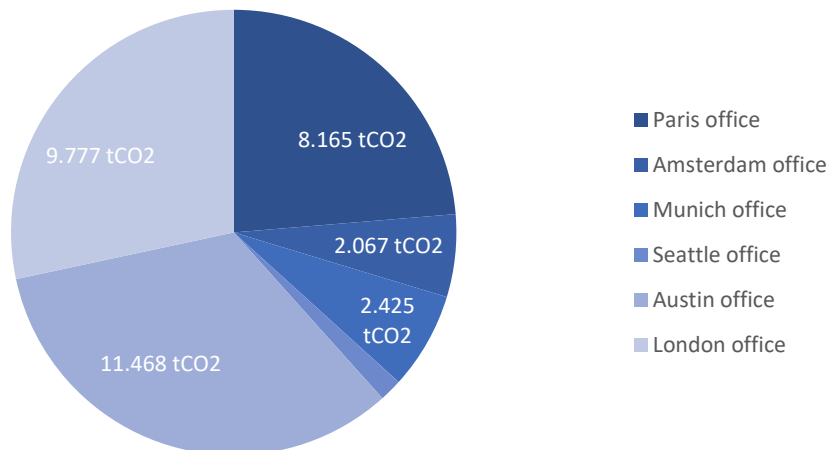


Figure 3 : Total GHG emissions from business travel (Q1 of 2022)

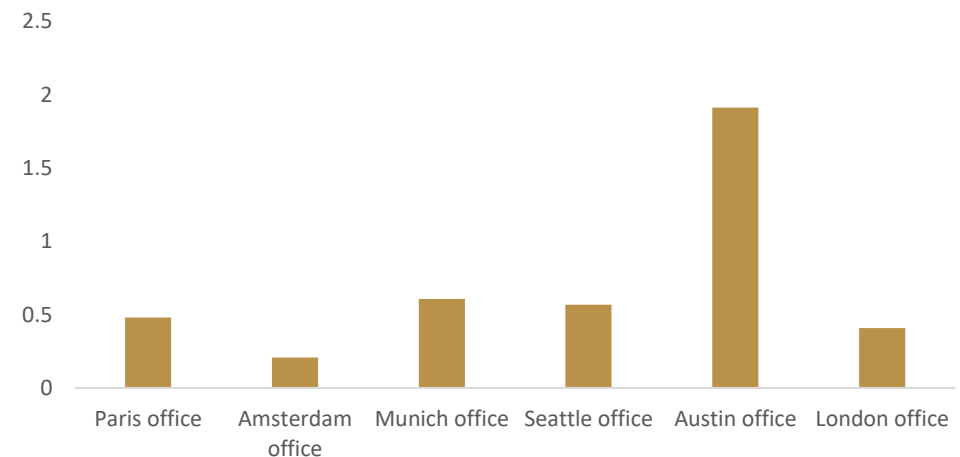
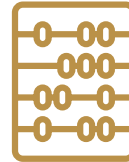


Figure 4 : Emissions per Contributor (tCO₂)

OUR AMBITIONS



Implement our internal
ESG STRATEGY in 2023



Improve our monitoring tools
to calculate and make our
ESG INDICATORS more
reliable within 2023/2024



Publish our first **ESG REPORT**
in 2023



Achieve **ADVANCED
MEMBER** with the Global
Compact in 2023



Increase our actions in
favour of the **SDGs** within
2023/2024

METHODOLOGY

All the information provided in this document has been reviewed and validated by Longevity Partners' Senior Management Team, including Country Directors.

Data reference period

The reporting period covered for all this information is from 30/06/2022 to 30/06/2022 except for :

- Country teams' growth : 31/12/2021 to 30/06/2022
- GHG emissions for business travel : 01/01/2020 to 30/06/2022 (Calculation process: the data relating to business travel has been entered directly by all employees in a dedicated tracking tool. Emission factors were calculated via the GHG Protocol database).

These differing data perimeters are explained by the fact that Longevity Partners is currently developing reporting processes to track this data. This is still work in progress, notably due to the rapid growth of our company observed since 2021.

HR data

For the calculation of the workforce, the data was taken from the internal management software and verified by the HR managers of each country. The data was extracted for the period ending 30/06/2022.

Energy consumption data

For the calculation of energy consumption, as Longevity uses rented offices in buildings containing several floors, it is currently difficult to obtain the actual energy consumption of the spaces occupied by Longevity from the lessors. Longevity is currently working on the subject with landlords to obtain annual consumption figures. In the meantime, the data was estimated by qualified engineers in each office using the following methodology:

- Reporting covered : 30/06/2021 to 30/06/2022
 - Perimeter covered (based on number of employees) : 81% of the Group
 - Netherlands: the energy consumption estimate were based on the engineering software IES, which is a precise modelling software which we also use for clients in energy audits
 - France: the estimated data is based on 50% of the actual power consumption of the receptacles and lights shared with the landlord. The heating and cooling estimate was made using an internal benchmark (all the highest-level audits that Longevity France has carried out) and IES thermal modelling,
 - UK: the estimate of overall electricity consumption was based on the EPCs of the different floors occupied by Longevity UK and on estimated measurements,
 - Germany: the energy consumption of offices was estimated based on the available open data source for the average energy consumption of office buildings (reference used: building stock in Germany and its energy situation by Deutsche Energie-Agentur GmbH (DENA), the average energy requirement index for office buildings),
- The data from US offices are missing for this reporting but are in progress to be estimated or provided by landlord for the next reporting cycle.

Longevity Partners is continuously working on improving its data collection processes.