



FRANCE ESG REPORT

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ESG REPORT



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Savills France 2022

FOREWORD

At Savills, we recognise the need for urgent action to address the climate crisis and for a rapid transition to a greener, safer and more resilient economy. We aim to make a positive impact on the communities in which we operate and on the environment, both directly, and through advisory work with our clients.



As a provider of strategic advice, valuation and property management we have a duty to act on behalf of our clients in an ethical way with sustainability at our heart. To ignore sustainability is to ignore the millions of lives that are already being impacted by the effects of climate change. As temporary caretakers of the planet we must act for future generations in everything we do.

Boris Cappelle

CEO Savills France



HIGHLIGHTS

17% reduction in carbon emissions in 2022 compared to 2020 baseline (Scope 1 and 2, Savills France)

Calculated our **Scope 3 emissions**, as part of our commitment to decarbonise the business and work towards our Net Zero targets

69% less paper used in printing than in the 2019 baseline year

We became a signatory to the European Diversity Charter (**Charte de la Diversité** in France)



Governance

Our Corporate Sustainability governance structure



Sustainability is a cross-cutting theme for us at Savills, our sustainability Champions Network has representatives from all the business lines. They act as the Operational Sustainability group, testing and implementing sustainability initiatives. The Head of Sustainability is responsible for monitoring progress at country level and reporting to the EMEA Sustainability Hub and the Savills France Board.

Our Sustainability Strategy

The Group’s sustainability strategy ([available here](#)) aims to have a positive impact on the environment and society, while maintaining strong governance measures. We have aligned the Group’s business strategy with 9 of the 17 UN Sustainable Development Goals (SDGs) :



3 GOOD HEALTH AND WELL-BEING

Good Health & Wellbeing

Our goal is to provide healthy workplaces, encourage healthy lifestyles and raise awareness of mental health and wellbeing



7 AFFORDABLE AND CLEAN ENERGY

Affordable & Clean Energy

We aim to maximise energy efficiency, and switch to using renewable energy across our workspaces



12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Responsible Consumption and Production

We seek to reduce our environmental impacts through active operational management and responsible procurement



4 QUALITY EDUCATION

Quality Education

We aim to create opportunities for growth and development for our people and within the communities that we impact



8 DECENT WORK AND ECONOMIC GROWTH

Decent work and Economic Growth

We are committed to operating responsibly and providing fair, safe and diverse workplaces



13 CLIMATE ACTION

Climate Action

Minimise carbon emissions and work continuously towards net zero carbon targets globally



5 GENDER EQUALITY

Gender equality

We actively promote gender equality and aim to create a diverse and inclusive environment for all



11 SUSTAINABLE CITIES AND COMMUNITIES

Sustainable Cities and Communities

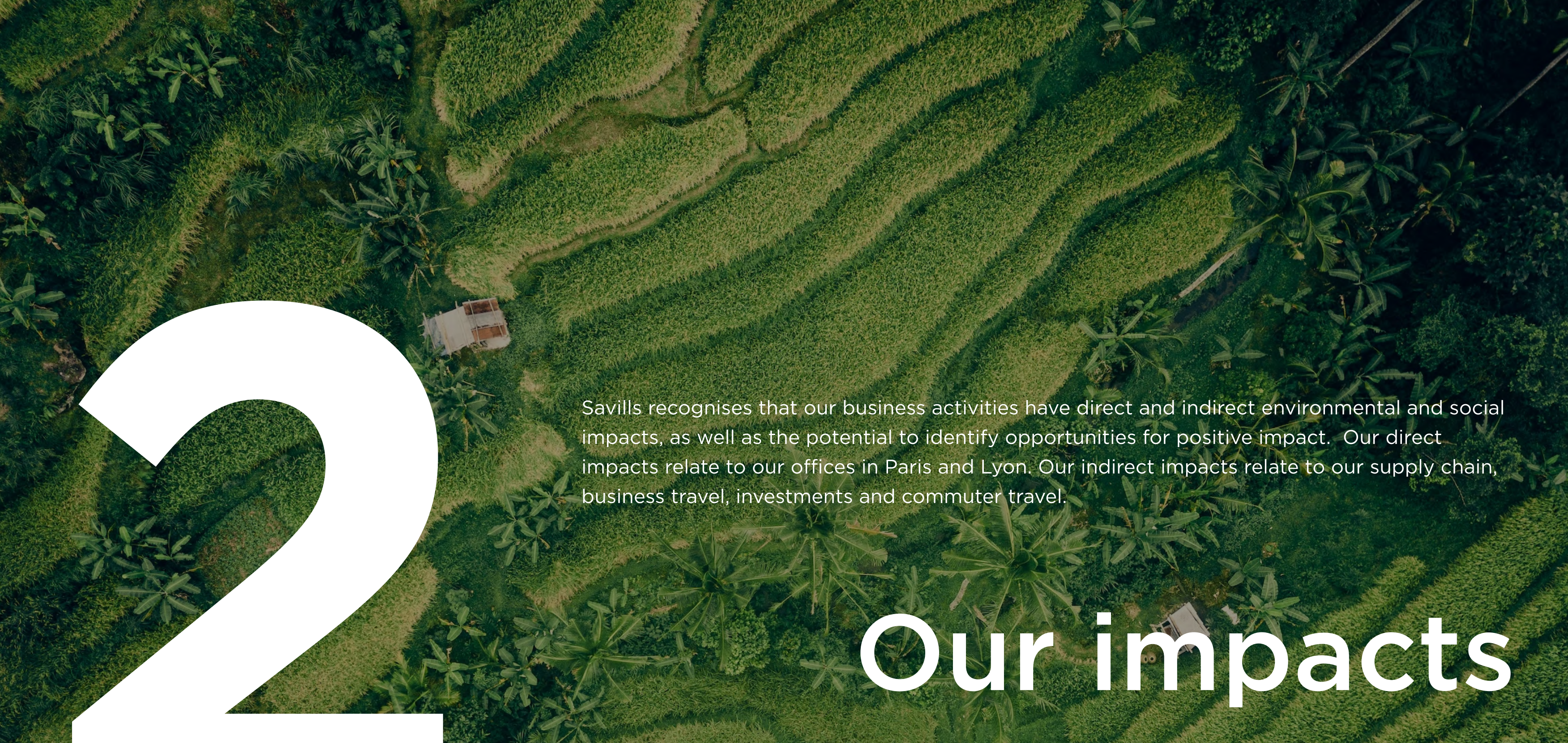
We work with government, national and local communities to create sustainable places



15 LIFE ON LAND

Life on Land

We expect our suppliers to operate responsibly and seek to protect biodiversity and ecosystems



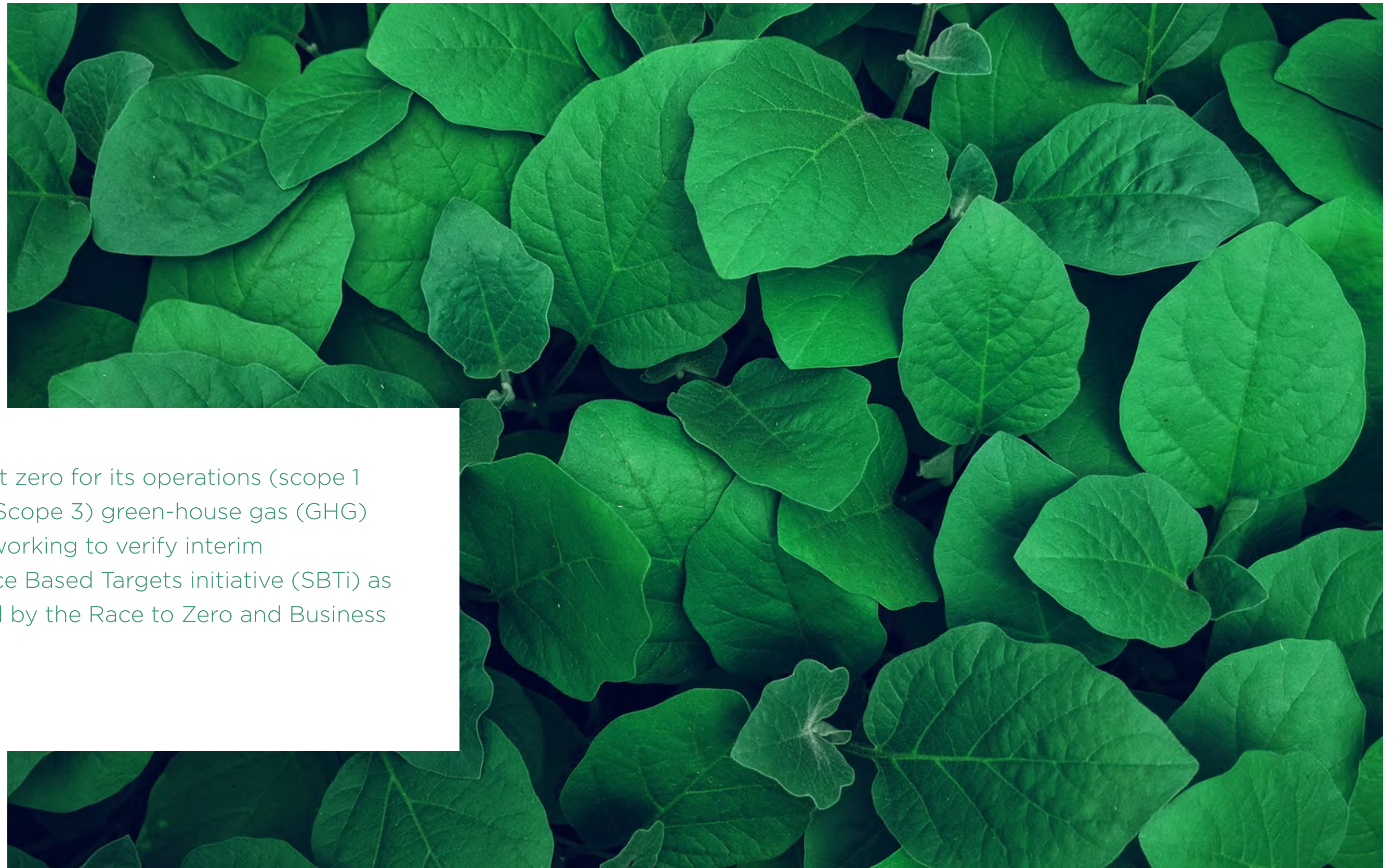
Savills recognises that our business activities have direct and indirect environmental and social impacts, as well as the potential to identify opportunities for positive impact. Our direct impacts relate to our offices in Paris and Lyon. Our indirect impacts relate to our supply chain, business travel, investments and commuter travel.

Our impacts



Our Net Zero Vision

Savills plc is committed to achieving net zero for its operations (scope 1 and 2) in 2030 and for its value chain (Scope 3) green-house gas (GHG) emissions by 2040. Savills is currently working to verify interim decarbonisation targets with the Science Based Targets initiative (SBTi) as part of this, Savills would be recognised by the Race to Zero and Business Ambition for 1.5°C campaigns



Carbon (Savills Plc, global emissions)



OBJECTIVE

- Achieve net zero emissions Scope 1 and 2 by 2030.
- Achieve net zero emissions Scope 3 by 2040.

PROGRESS TO DATE

Savills has been tracking its Scope 1 and 2 GHG data since 2014 and continues to make reductions. In 2022, our global absolute Scope 1 and 2 ‘market-based’ emissions totalled 6,679 tonnes CO2e, which is a 17.9% (1,454 tonnes CO2e) reduction against our 2019 base year. When assessed on an annual basis, we have seen a 0.4% upward change in the Group’s Scope 1 and 2 emissions, associated with a 2% increase in floor space occupied globally and higher electricity consumption in our UK and EMEA offices.

The 2022 Scope 3 emissions were estimated to total 203,895 tonnes CO2e, including our upstream emissions from business operations and the downstream AuM emissions from Savills IM. The Savills IM AuM emissions were reported for the first time and represent 58% of total 2022 Scope 3 emissions.

Corporate GHG Emissions , tonnes CO2	2022	2021	2020	2019	Change vs 2019
Scope 1 (Direct)	1 691^	1 869	1 794	1 775	-4,8% ▼
Scope 2 (Indirect, market-based)	4 989^	4 783	5 386	6 358	-21,5% ▼
Total Scope 1 and 2 (note 1)	6 680	6 652	7 180	8 133	-17,9% ▼
Scope 2 (Indirect, location-based)	5 462^	5 280	5 847	6 719	-18,7% ▼
GHG financial intensity ratio (tonnes CO2e / £ million revenue)	2,906	3,10	4,13	4,25	-31.6% ▼
GHG intensity ratio of our offices (tonnes CO2e / m2) (note 2)	0,039	0,040	0,042	0,048	-17.7% ▼
Scope 3 upstream, estimate (note 3)	85 351	55 223	nr	nr	nr
Scope 3 downstream, estimate (note 3)	118 544	nr	nr	nr	nr
Total Scope 3	203 895	55 223	nr	nr	nr
Grand Total	210 575	61 814	nr	nr	nr

Notes:

1. Total Scope 1 and 2 emissions and GHG financial intensity ratio are calculated using the market-based Scope 2 emissions.

2. GHG intensity ratio of our offices is calculated using the location-based Scope 2 emissions.

3. This disclosure is partial, as we continue to work to improve our understanding of our Scope 3, our final figures are expected to be higher. With exception of Savills IM AuM, downstream emissions covering carbon relating to client services are excluded.

^ We engaged Grant Thornton UK LLP to provide independent limited assurance over selected data highlighted in the above table with a ^ symbol using the assurance standards ISAE 3000 (Revised) and ISAE 3410. Grant Thornton has issued an unqualified opinion over the selected data and the full assurance report can be found on our website here <https://www.savills.com/why-savills/grant-thornton-limited-assurance-report-april-2022.pdf>

Carbon (Savills France)



Our carbon footprint (for our Scope 1, 2 and 3 emissions) in France was 1179.6 kgCO2e per person in 2022. This is the first time we have included our Scope 3 emissions in reporting.

We achieved **a 17% reduction in carbon emissions in 2022** compared to the 2020 baseline (Scope 1 and 2) through the use of hybrid and electric vehicles, energy efficiency in the Lyon offices and LED lighting in 30% of our Paris office.

The impact of our activity (Savills France) is expressed in tonnes of CO2 equivalent in the table below :

	2020	2021	2022	2023	2024	2025
Scope 1	21.923	22,397	11,096	11,096	11,096	11,096
Scope 2	44.175	43,339	43,601	43,601	43,601	43,601
Scope 3*	0.419	0,991	138,757	155,408	166,286	177,926
Total France tCO₂eq	66.517	66,727	193,454	210,035	220,914	232,554
kgCO2eq per m2 per year	45.500	41,422	117,316	127,371	133,968	141,027

*Scope 3 emissions for 2020 and 2021 cover the following categories: waste management and water and wastewater processing. In 2022, a more exhaustive exercise was carried out with an analysis of financial data, and the Scope 3 emissions report covers: purchasing, capital expenditure, commuting, business travel, waste, emissions linked to fuel and other energy uses.

NEXT STEPS

We will switch to a 100% hybrid rental fleet by 2027, and a fully electric fleet by 2030: since 2022, our rental fleet has been 50% hybrid/electric.

We will switch to renewable sourced energy contracts for our offices by 2025.

We will develop a better understanding of our Scope 3 emissions to identify actions to reduce these.

Energy



OBJECTIVE

We will switch to renewable sourced energy contracts for our offices by 2025.

Establish a voluntary energy efficiency plan.

Comply with the energy reductions set out in the Decret Eco Energie Tertiaire :
40% by 2030 / 50% by 2040 / 60% by 2050.

NEXT STEPS



We will define a path to reduce energy consumption in our offices, which may involve moving to a more efficient location.

PROGRESS TO DATE

In response to the government’s call for energy frugality in Autumn 2022, Savills France established an energy reduction working group and set out measures to reduce energy usage at our HQ in Paris. We control 15% of the energy usage, with the remainder 85% under landlord control. The aim of the group was to align to the governments voluntary target of 10% energy use reduction by end of 2024. In Paris we identified the following actions:

- ◆ Optimisation of printer and screen on/off times.
- ◆ The domestic hot water tank was reprogrammed to to heat water during off-peak hours, to reduce demand on the grid.
- ◆ We studied the possibility of bringing forward part of our office improvement proposal to replace the remaining non-LED lights with LEDs.
- ◆ Recognising that the buildings we manage on behalf of our clients have the greatest potential for energy savings, our Property Management team issued guidance and communications for all buildings on energy savings.
- ◆ Our Lyon office is already located in an energy-efficient office and there are no further measures to be taken under our control.

Waste and resources



OBJECTIVE

Monitor and reduce paper consumption against 2021 levels.

Enable behaviours that reduce waste through appropriate infrastructure.

PROGRESS TO DATE

- Our 2022 total paper usage has reduced by 69% since 2019. We have achieved this through:
- ◆ Promoting digitalisation. For example, in Mar 2022 we digitalised all payslips. We have identified further procedures that can digitalised and are aiming to be fully digital by the end of 2025.
 - ◆ Introduced pull printing in 2021;
 - ◆ Delivered a declutter day September 2022;
 - ◆ Introduced a clear desk policy to promote hot desking.

NEXT STEPS



Install water points to remove the need for bottled water.

Remove individual desk bins, replacing them with communal recycling points.

Change the settings on drinks machines so that only reusable cups are used.

Deliver waste awareness sessions to all staff and thereafter to new starters.

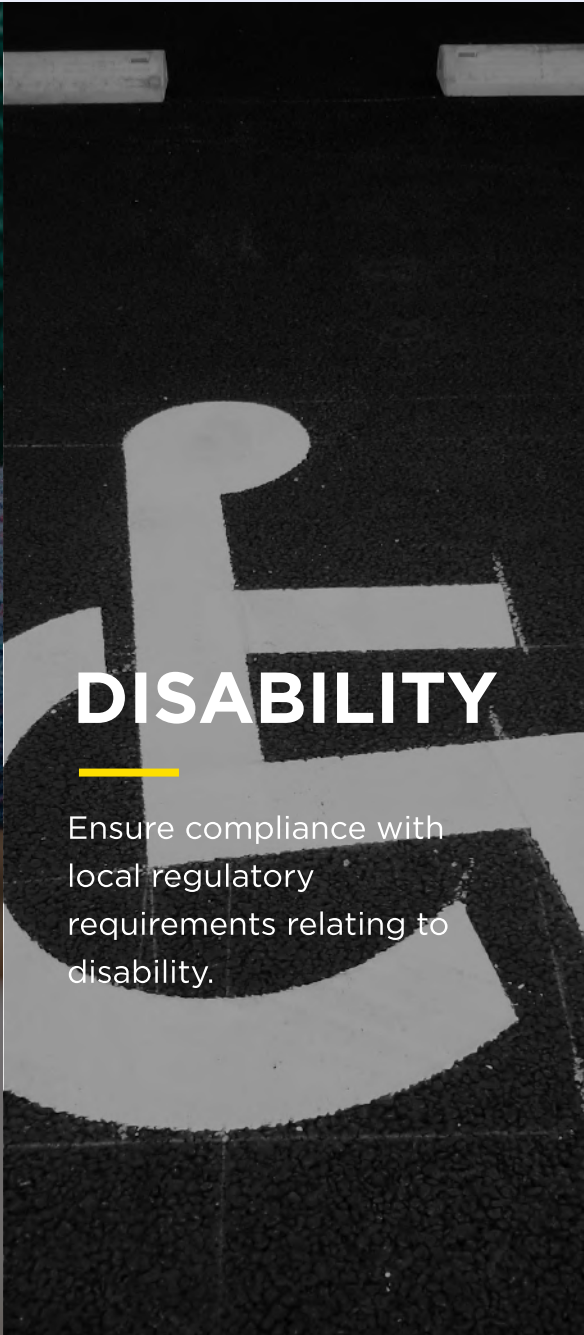
Our Diversity and Inclusion framework

Savills prides itself on creating healthy workplaces, developing talent and promoting diversity and inclusion within real estate. The **Savills Diversity and Inclusion Group** is a committee that liaises between employees and management on issues of diversity, inclusion and belonging.



ETHNICITY

Aim to increase the ethnic diversity of people working in the business and the wider real estate industry. Embracing a rich, diverse cultural mix to the further promote inclusion and, importantly, engagement between all staff.



DISABILITY

Ensure compliance with local regulatory requirements relating to disability.



LGBTQ+

To provide an environment and culture which will encourage everyone to be comfortable and confident to disclose their sexuality should they choose.



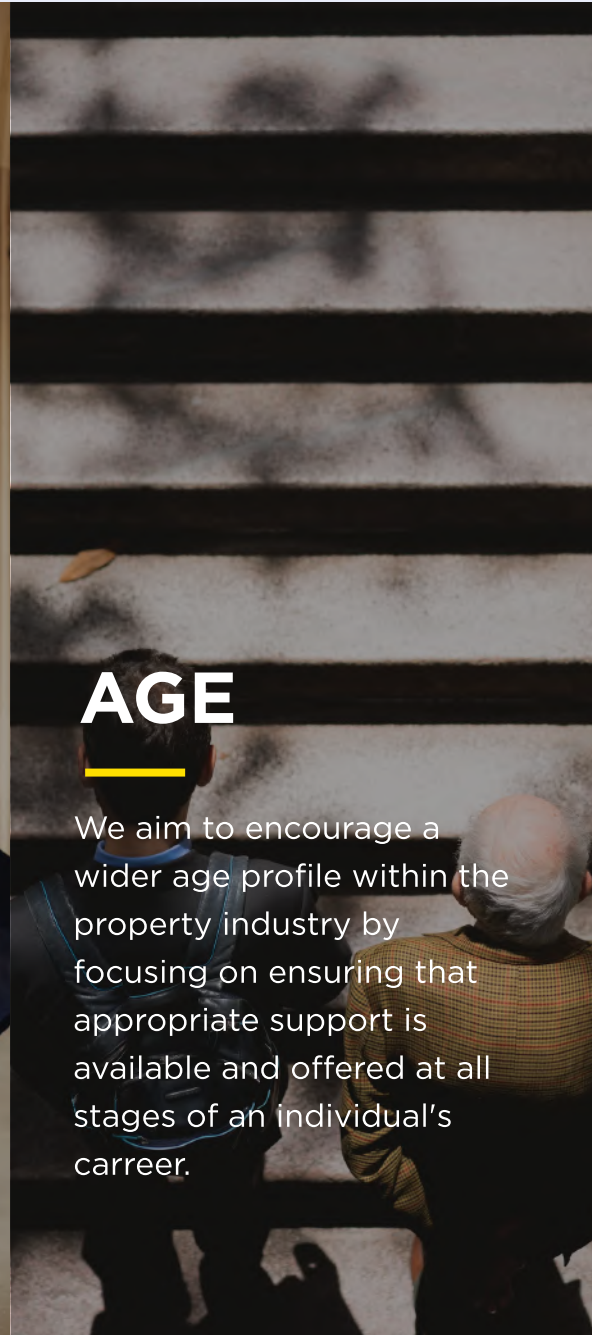
GENDER

Ensuring that we offer women in leadership coaching to all those who need access.



SOCIO ECONOMIC

To partner with a school or college with children from disadvantaged backgrounds to provide educational insight to the real estate industry, with the aim of reducing barriers to entry and improving diversity in the real estate industry.



AGE

We aim to encourage a wider age profile within the property industry by focusing on ensuring that appropriate support is available and offered at all stages of an individual's career.

Diversity and Inclusion



ETHNICITY

PROGRESS TO DATE

To ensure that our recruitment practices are free from prejudice and accessible to all, we have put in place a digital solution that enables us to combat all forms of discrimination in recruitment linked to the use of our candidates' data. Our recruitment site carries an "Adel Certified Recruitment" badge.

NEXT STEPS



- We will sign the Diversity Charter in 2023.
- Provide ongoing awareness and training on D&I subjects.
- Organise an awareness event on neurodiversity.

DISABILITY

PROGRESS TO DATE

To guarantee the accessibility of our Paris office to all, we undertook an accessibility audit at the beginning of 2022.

Signed a partnership with a recruitment agency specialising in recruiting people with disabilities.

NEXT STEPS



- The recommendations of the 2022 accessibility audit will be incorporated into the Paris office common areas refurbishment project, led by Savills BPC team.
- We will explore possible partnerships to help disabled people enter the property sector.

LGBTQ+

PROGRESS TO DATE

Creation of an EME-wide "Diversity and Inclusion" group.

Implementation of a Diversity and Inclusion policy.

NEXT STEPS



- Formalise our commitment by signing a voluntary LGBTQ+ charter.
- Communicate internally and raise the profile of the Diversity and Inclusion group.
- Create awareness materials for our employees.

Diversity and Inclusion



GENDER

PROGRESS TO DATE

We signed a gender equality charter "Charte de la Parité dans l’Immobilier”.

The gender balance in our work force is 52% of women and 48% men.

In 2022, we promoted 8% of our workforce, with gender parity between those promoted.

NEXT STEPS



Carry out an audit to better understand whether there is a gender pay gap and to understand gender parity within departments.

Provide leadership coaching to our female staff.

SOCIO-ECONOMIC

PROGRESS TO DATE

25 apprenticeships / intern posts in 2022.

NEXT STEPS



We will continue to offer apprenticeships/internships.

We will explore possible partnerships with schools or mentoring associations.

Social value



OBJECTIVE

We aim to create a lasting positive social impact on the communities in which we do business through engagement, charitable giving and volunteering initiatives.

PROGRESS TO DATE

Our partnership with Waterfamily in 2022 has helped to raise awareness of environmental issues among 247,000 schoolchildren.

Unused food from our RIE (inter company restaurant) activities is redirected to associations who distribute it to those in need.

NEXT STEPS



We will communicate the value of corporate philanthropy and volunteering.

We will explore opportunities for corporate volunteering.

We will establish better accounting for our positive social impacts.

COMMERZ REAL

2022 CommerzReal Community Engagement partnership

- ◆ **Blood donation collection** in 3 buildings: 4 collections, 189 donors in total
- ◆ **Noël Solidaire 2002** (toy collection) in 3 buildings, over 2 weeks (21/11 to 02/12)
- over 1,900 new toys collected, over 3,200 happy children

Thank you message from Mr Arnaud Contival, Head of Communications Association of Ukrainians in France:

On behalf of the Association of Ukrainians in France, thank you again for everything. Some people say it's not much, but believe me, those who receive it don't have enough words to describe what it means to them.

Health and Wellbeing



OBJECTIVE

Develop practices and workshops that raise awareness of mental health and well-being.



PROGRESS TO DATE

- ◆ Wellness Month June 2022: workshops and presentations.
- ◆ Implementation of a "switch off" policy.
- ◆ 12 staff trained in first aid.
- ◆ Various social and wellness events.

NEXT STEPS

- Install a defibrillator at our Paris office.
- Deliver further wellness events and communications.





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