

A background image of teal water with sun reflections, transitioning into a solid teal shape at the bottom.

Our single-use plastic approach



Our commitment

We want to help build a better tomorrow. Every day we ask more of ourselves and look for ways to reduce our environmental impacts.

Single-use plastics, or disposable plastics, are typically used only once before they are thrown away or recycled. These items include plastic bags, straws, coffee stirrers, soda and water bottles, plastic cups and most food packaging. Reducing single-use plastics is something our people have told us they expect and value.

We recognise that poorly managed waste plastics pose a threat to the global marine environment. Therefore, within the context of our Environmental Policy we commit to minimising our use of plastics, to reducing the environmental impact of waste plastics and to beating the UK target of eliminating avoidable single-use plastic waste before 2020 rather than the end of 2042. We will not only strive to do this at our UK locations but also in all our offices worldwide where practicable. Our message is simple: we want to reduce, reuse and recycle – focusing heavily on reducing and only looking at reusing and recycling where no alternative is available.



Policy

The Director of Operations is responsible for this policy. All employees share responsibility for its delivery. To achieve this, we have set out a number of commitments:

- We will measure and audit our use of single-use plastics and set targets for reduction by the end of 2018, to identify future areas of improvement
- Where the use of single-use plastics is unavoidable, we will buy and use materials made from recycled plastic or that are easily recycled or composted by the end of 2019
 - We are working on ensuring that all the single-use plastics in our canteens and buildings are made of materials that can and should be recycled and will provide infrastructure to facilitate this
 - We are investigating alternatives to the composite vending machine cups
- Working with our suppliers we will eliminate expanded polystyrene from our sites by the end of 2019
 - We will remove all expanded polystyrene from our canteens
 - We have worked with our IT suppliers to remove expanded polystyrene from equipment deliveries
 - We are working with our furniture suppliers to use expanded polystyrene alternatives



- We will seek innovative recycling opportunities for the plastic waste we and our supply chain partners produce in our buildings, canteens and daily operations
- We will work with employees and suppliers to encourage and enable them to take practical steps to reduce the use of single-use plastics and the associated waste
 - We will and have already provided discounted or free re-useable cups to our people as an alternative to single-use plastics where appropriate
 - We promote the use of re-useable cups with discounts in our coffee shops
 - Our head offices are rolling out in-house bottled water systems by the end of 2018
 - We will trial the removal of the disposable cups at locations where it is most practical with the aim of expanding this throughout all of our buildings where disposable cups are used
 - Where feasible we will provide recycling facilities for 'shop bought' cups for our people



- We will support and encourage employee and community initiatives to remove plastic waste and litter from the environment
 - We will continue to promote community initiatives at all of our locations, employees can use their volunteer days* as part of this
- We will conduct research and analysis on the risks and opportunities facing investee companies where plastics are a material concern, and will engage with and encourage such companies to reduce the negative impacts of plastics
- We are working with our property managers and occupiers of our Real Estate investment portfolio, to identify ways to reduce single-use plastics and seek to remove them, where possible

We will provide updates on progress.

*Employees can claim up to 3 days paid volunteering leave in each calendar year

