

Environmental, Social and Governance (ESG)

As a commercial property manager Orbit Property Management (Orbit) recognises that our responsibility is much more than managing, maintaining and ensuring the buildings we look after are serviced to the highest possible standard.

The buildings we manage for our Clients also require to be maintained in an environmentally and socially responsible way, providing our Clients and their customers with the appropriate service that helps them to achieve their ESG targets as well as ensuring we are focusing on the areas that matter.

With ESG becoming more important in real estate we have been engaging with our Clients to ensure we are reducing carbon footprint as well as promoting wellbeing and delivering a positive social impact where we can. We also strive to work proactively with occupiers to promote a positive influence on their wellbeing and within the community.

We believe all buildings should operate in an environmentally and socially responsible manner and Orbit will continue to engage with our Clients to ensure we strive to achieve this wherever possible.

This document sets out our approach to ESG and how we work with our Clients and their Customers to achieve both their targets and ours.

Orbit Property Management

ESG at Orbit is the responsibility of our Managing Director, Luke Mason, and through his commitment and dedication to this we ensure that ESG is receiving the correct level of attention within the company on a daily basis.

Orbit is committed to integrating ESG into everything we do and based on our experience we believe that ESG not only enhances our service delivery, it helps us to find opportunities that deliver better outcomes for customers, people and the environment.

ESG can be broken down into three pillars

Environmental:

- Energy Management
- Waste Management
- Climate

We strive to ensure that all our instructions implement and adhere to environmental best practices where possible. We work closely and advise our Clients on a regular basis through our dedicated Surveyors who have received the appropriate continuous professional development.

We also work with energy and waste consultants to ensure that we are choosing the best options for the environment.

We hold regular meetings with occupiers to understand their ESG requirements and feed this back to our Clients. This helps to ensure that occupiers ESG requirements are being considered and implemented where possible.

In addition we recognise that Climate change is a huge issue and work with our Clients and their customers to ensure that we are adhering to best practice by implementing various initiatives and

projects at the buildings we manage. Some examples of where Orbit have made a difference are provided below.

Social:

- Wellbeing of everyone
- Diversity, equality and inclusion
- Health and Safety

The modern workforce expects their working environment to include many aspects of health and wellbeing. We are focused on the wellbeing of our staff and also work with our Clients on the wellbeing of their customers. Managers hold regular one to ones with staff to ensure issues are picked up and dealt with as soon as possible. Our Surveyors and Facilities Managers also regularly meet with our Clients and their occupiers to ensure any issues are dealt with in line with the urgency they deserve.

Employees have the appropriate training to ensure that we are focused on mental health and wellbeing and so are in a position to deal with issues in a timely and best possible way.

Orbit is also focused on diversity and equality within the workplace ensuring we have robust policies in place. We work with independent human resource consultants to ensure we are up to speed with latest developments and changes, holding regular reviews to ensure we are meeting our objectives

Health and Safety in the work place is of great importance to Orbit and we work closely with a risk management company that ensures all our buildings are compliant. Our Facilities Managers are also qualified and trained in all aspects of Health and Safety

Governance:

- Corporate oversight
- Risk Management
- Fraud, anti-money laundering and anti-bribery

Good corporate governance is essential to the implementation of ESG, it provides the appropriate framework of checks and measures to ensure we strive to achieve our ESG goals. That's why we feel it's important that our Managing Director has overall responsibility within Orbit.

At Orbit we work closely with a number of consultants and advisors to ensure our corporate governance is fit for purpose. We work with independent human resource consultants, lawyers and risk managers to ensure we have the appropriate policies in place. We are also regulated by the Royal Institute of Chartered Surveyors.

ESG in practice.

At Orbit we have been at the heart of numerous ESG initiatives with our Clients and below are a couple of examples where we have made a difference:

- We have worked closely with both tenants and the landlord at numerous buildings to implement efficiencies to the green credentials of properties. These have included upgrading the BMS, replacing chillers, replacing motors on air handling units with smart motors and introducing EV charge points to car parks. We are also working across our

portfolio to introduce solar technologies and use Biodiversity consultants to create composting for the sites waste and introduce more natural wildlife to the landscaped areas.

- Orbit is also working across our portfolios with both Clients and occupiers to ensure compliance with the MEES legislation. A comprehensive review is being undertaken to ensure EPC's are at a level to future proof the investment values of the assets. Programs of lighting refurbishment, increased cladding insulation, over-cladding of roofs and introduction of new heating sources have all been used to hit targets. We also comply with the Heat Network Regulations and are currently reviewing the feasibility of installing flow meters where a communal heating source is recharged to tenants.