Carbon Emissions

- Reduce scope 1 & 2 carbon emissions, on a per square foot basis, by 30% by 2025.
  2015 base year
  All Regions, All Asset Classes
- Procure electric vehicles for all new Oxford light duty/passenger fleet vehicles.
  2019/Ongoing
  All Regions, All Asset Classes
- Pilot the monitoring of embodied carbon for at least two major renovation/new development projects.
  2020
  All Regions, All Asset Classes

Energy Efficiency

- Achieve an Energy Star score of 80 for all of our office buildings.
  2018/Ongoing
  Canada/US, Office
- Develop and implement global best practice energy performance standards for all major renovation and new development projects.
  2018/Ongoing
  All Regions, All Asset Classes
- Implement a system for energy monitoring and management across all European assets.
  2018/Ongoing
  Europe, All Asset Classes

Net Zero Carbon

- Pilot the CaGBC Zero Carbon Building Standard for two new development projects to reduce carbon emissions.
  2021
  Canada, Office
- Pilot a long term energy/low carbon strategy for one master planned asset.
  2018
  Canada, Retail

Energy Storage

- Pilot an energy storage project that utilizes batteries to reduce peak demand and energy costs.
  2018
  Canada, Office/Retail

Renewable Energy

- Develop 1,000,000 square feet of rooftop solar projects.
  2022
  Canada, Retail/Industrial
- Pilot a rooftop solar project to increase renewable energy generation.
  2020
  US, Office
- Procure 100% renewable electricity.
  2025
  UK, All Asset Classes
- Conduct a renewable energy generation feasibility study for all major renovation and new development projects, where appropriate.
  2018/Ongoing
  All Regions, All Asset Classes

**Commitment**

We will be a leader in the development and operation of energy efficient, low-carbon buildings.

**Priority Areas**

- Carbon Emissions
- Energy Efficiency
- Renewable Energy

**Note:**

Denotes private target to be shared internally only; all other targets are publicly shared.

**Aligns with recognized science-based target (SBT) methods.**
WELLBEING

INDOOR AIR QUALITY
- Conduct global best practice annual indoor air quality testing and develop action plans where required.
  2018/Ongoing
  All Regions, Office
- Pilot real-time monitoring of indoor environmental quality to identify improvement opportunities.
  2019
  All Regions, All Asset Classes

WELLBEING STANDARDS
- Develop and implement world class wellbeing standards for existing buildings.
  2018
  All Regions, Office/Retail
- Develop and implement world class wellbeing standards for major renovations and new developments.
  2018
  All Regions, Office/Retail

CUSTOMER SATISFACTION
- Conduct periodic customer satisfaction surveys and drive property level continual improvement.
  Ongoing
  All Regions, All Asset Classes

CUSTOMER INFORMATION
- Provide building and surrounding area well-being information to customers.
  Ongoing
  All Regions, All Asset Classes

NATURE & DESIGN
- Pilot a biophilic design project that enhances customer well-being and asset productivity.
  2018
  Canada, Retail

NOTE:
Denotes private target to be shared internally only; all other targets are publicly shared.
 Pursuit areas

**Commitment**

We will critically evaluate the environmental and health aspects of the materials and resources we procure and use in our buildings.

**Priority areas**

- **Material selection**
- **Water diversion**
- **Water consumption**

**Waste diversion**

- Achieve 75% diversion from landfill & incineration.
  - 2018 Canada, Office
- Achieve 50% diversion from landfill & incineration.
  - 2018 US, Office
- Achieve 60% diversion from landfill and incineration.
  - 2018 Canada, Retail
- Achieve 50% diversion from landfill and incineration.
  - 2018 Europe, All Asset Classes
- Achieve 85% diversion from landfill for all New Construction projects.
  - 2018 All Regions, Office
- Develop and implement waste best practices across all Oxford Management Offices and Conference Centres.
  - 2018 All Regions, All Asset Classes

**Water reuse**

- Install metering on all existing rainwater capture systems and benchmark portfolio water re-use performance.
  - 2019 All Regions, All Asset Classes
- Conduct rainwater capture systems feasibility studies on all major renovation and new development projects where appropriate to inform potential decision making.
  - 2018/Ongoing All Regions, All Asset Classes
- Pilot grey water reuse in an existing building and share results.
  - 2021 Canada/Europe, Office/Retail/Industrial

**Water reduction**

- Achieve 10% reduction in potable water use by 2020.
  - 2015 base year Canada/US, All Asset Classes
- Pilot a permeable pavement solution to improve storm water management.
  - 2019 Canada, Industrial/Retail
- Pilot smart water meters to improve the quality of water data and management practices.
  - 2021 All Regions, Office

**Material sourcing**

- All Oxford major renovation and new development projects to follow LEED v4 BREEAM credit requirement for raw material sourcing, where appropriate.
  - 2018/Ongoing All Regions, All Asset Classes

**Environmental & Health product declarations**

- Request LEED v4 compliant EPDs (environmental product declarations) and LEED v4 compliant HPDs (health product declarations) for construction materials on all major renovation and new development projects.
  - 2019/Ongoing Canada/US, All Asset Classes

**Sustainable food courts**

- Develop and implement sustainable food court standards.
  - 2019/Ongoing Canada, Retail
- Pilot sustainable food court in urban retail environment to enhance customer experience and increase waste diversion.
  - 2019 Canada, Office

**Organics**

- Develop and implement a program to divert organics from landfill where feasible.
  - 2018 All Regions, All Asset Classes

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COMMUNITY

PRIORITY AREAS

WE WILL ENGAGE OUR STAKEHOLDERS, CREATE OUTSTANDING BUILDINGS AND PLACES, AND GIVE BACK TO OUR COMMUNITIES.

PARTNERSHIPS
CRUISEMS, COMMUNITY GROUPS, CHARITIES

PLACEMAKING
PUBLIC / COMMUNITY PLACES

VOLUNTEERING

COMMUNITY

PLACEMAKING STRATEGY
- Develop a community placemaking strategy that brings people together and builds a sense of belonging, through meaningful programming.
  2018
  All Regions, All Asset Classes

COMMUNITY PROGRAMMING
- Cultivate spaces for philanthropic, entrepreneurial, and artistic partnerships within our leasable and common areas.
  Ongoing
  All Regions, Office, Retail

NATIONAL LIVING WAGE
- Pay at least the National Living Wage to all staff employed directly by Oxford and encourage Tier 1 supply chain to pay the same.
  2022
  UK, All Asset Classes

VOLUNTEER DAYS
- Support employees to engage in at least one dedicated volunteer day/year.
  2018/Ongoing
  All Regions, All Asset Classes

SPONSORSHIP & ENGAGEMENT
- Engage in customer, partner, and community events/activities to promote Oxford’s brand and interests.
  Ongoing
  All Regions, All Asset Classes

JOB CREATION
- Develop and implement initiatives which actively support employability of disadvantaged people.
  Ongoing
  UK, All Asset Classes

GREEN BUILDING CERTIFICATIONS
- LEED – Increase certified office space to 90%.
  2018, Canada/US, Office
- ARC – Pilot the ARC program to understand new approaches to green building benchmarking and certification.
  2018, Canada, US, Office, Industrial
- BOMA Best – Increase certification to 100%.
  2018, Canada, Retail
- Green Keys – Increase certification to 100%.
  2018, Canada, Hotels

REAL ESTATE EDUCATION LEADERSHIP
- Engage future generations on the benefits and values of the real estate industry through educational institutions and industry associations.
  Ongoing
  All Regions, All Asset Classes

NOTE:
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- Green Building Certifications - % increase based on square footage

OXFORD INTERNAL USE ONLY.
GLOSSARY & NOTES

SCOPE 1 CARBON EMISSIONS
- Direct emissions from onsite combustion (e.g. natural gas boilers).

SCOPE 2 CARBON EMISSIONS
- Indirect emissions from energy use in our buildings (e.g. electricity, steam, chilled water).

EMBODIED CARBON
- Non-operating emissions from the development of a building (e.g. extraction, manufacture, transportation, assembly, maintenance, replacement, deconstruction, and disposal).

SCIENCE-BASED TARGET
- Carbon target that is in line with a level of de-carbonization required to keep global temperature increase below 2 degrees Celsius (as per the 2015 Paris Agreement).

ZERO CARBON BUILDING (ZCB) STANDARD
- Draft standard launched by the Canada Green Building Council in 2016. It defines a zero carbon building as one that is highly energy-efficient and produces onsite, or procure carbon-free renewable energy in an amount sufficient to offset its annual carbon emissions.

ZERO CARBON BUILDING (ZCB) STANDARDS
- An obligatory minimum pay per hour for workers in the UK over the age of 25. It was established in April 2016 and is higher than the National Minimum Wage.

BIOPHILIC DESIGN PROJECT
- Integrating elements of nature into a space to make it more comfortable which can enhance dwell time & productivity.

SUSTAINABLE FOOD COURT
- Integrating elements of nature into a space to make it more comfortable which can enhance dwell time & productivity.

ROOFTOP SOLAR PROJECTS
- A solar photovoltaic system that is installed on the rooftop of a building to generate emission-free electricity for consumption in the building.

GREY WATER REUSE
- Recovering, treating and reusing bathroom sink/shower water for toilet flushing or rainwater for irrigation.

SUSTAINABLE FOOD COURT
- A food court that reduces waste where possible by working with food service tenants to use re-usable dishware and cutlery (instead of disposables) or acceptable recyclable materials and appropriate collection stations. Additional parameters to be defined in new standard.

RAW MATERIAL SOURCING
- Use products that are recycled content, certified sustainable wood products, or re-used products for at least 25%, by cost, of the total value of permanently installed building products in the project.

REstricted MATERIALS
- Materials containing substances of concern due to the risks posed to people and the natural environment.

HEALTH PRODUCT DECLARATIONS (HPDs)
- A "health nutrition label" for products. HPDs can help specify or evaluate building products with reduced health impacts.

GLOBAL REGION

Global Region

Sustainable Food Court
- A food court that reduces waste where possible by working with food service tenants to use re-usable dishware and cutlery (instead of disposables) or acceptable recyclable materials and appropriate collection stations. Additional parameters to be defined in new standard.

Environment Product Declarations (EPDs)
- An "environmental nutrition label" for products. EPDs can help specify or evaluate building products with reduced environmental impacts.

Health Product Declarations (HPDs)
- A "health nutrition label" for products. HPDs can help specify or evaluate building products with reduced health impacts.

restricted Materials
- Materials containing substances of concern due to the risks posed to people and the natural environment.

National Living Wage
- An obligatory minimum pay per hour for workers in the UK over the age of 25. It was established in April 2016 and is higher than the National Minimum Wage.