

# OUR ESG STRATEGY 2022

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# Our Strategy

**Strong values have always run deeply through our business. We strive to act ethically and responsibly in everything we do, reducing our impact on the planet and enhancing the wellbeing of our staff and the communities we work in.**

We all want to work in a sustainable business with an inclusive culture where everyone belongs and we are proud of our recent achievements in making this happen. By publishing a clearly defined Environmental, Social and Governance (ESG) strategy for the first time, we will explicitly measure our continued progress between now and 2025, while seeking to exceed the expectations of operating a modern business.

Our ESG goals are ambitious but achievable. We will meet them by remaining focused and committed while being clear with our teams and suppliers on what it will take in practice to achieve them. We are beginning this process by asking our employees to make a set of promises to each other, our clients and the communities we operate in.

These promises and our approach are structured around three pillars – People, Planet and Influence. Successful delivery of the actions in each of these areas will mean success for not only our business but our clients' businesses and the wider stakeholder community in which we operate.

This work will require bold decision-making, company-wide application and significant investment, with input from everyone throughout all stages of our reporting cycle. But we are entering a period of huge change with optimism, a clear plan for how we will meet and exceed our ESG goals, and a renewed sense of purpose.

## UN Sustainable Development Goals

The United Nations Sustainable Development Goals were adopted by all UN Member States in 2015 as part of the 2030 agenda for Sustainable Development. They form a universal call to action to end poverty, protect the planet, and ensure that everyone enjoys peace and prosperity by 2030 - with 17 thematic areas covering the most pressing global issues facing us all.

This strategy document highlights the areas in which the firm has the strongest contribution towards the Sustainable Development Goals. Our business cannot focus on them all, but we recognise that we all have a role to play as individuals too. We hope that by linking our day-to-day activity to these sometimes-overwhelming global goals we can encourage people to take direct action in response to the most pressing issues of our time.



[www.un.org/sustainabledevelopment](http://www.un.org/sustainabledevelopment)

# Our Promise

## Everyone at Bidwells promises to play their part in...

- Creating a healthy working environment and culture that enhances our physical, mental, and social wellbeing
- Embedding sustainable thinking in all the services we offer
- Operating our business ethically and with relevant stakeholder input throughout
- Behaving transparently by reporting our performance, enabling all our stakeholders to hold us to account
- Inputting into the decision-making processes of the business
- Building a truly inclusive culture of belonging, where everyone can thrive and succeed as their true and authentic selves
- Having all employees realising their potential by attaining, building and demonstrating our values, behaviours, knowledge and skills in their role
- Responding to the climate emergency by reducing our greenhouse gas emissions to net-zero before the end of 2030
- Influencing cultural change not only within our business but through the interactions we have with our clients, partners and other institutions with which we interact
- Positively influencing our value chain by only cultivating relationships with businesses that we believe to be operating sustainably
- Being an active and constructive member of our wider community
- Ensuring we go beyond just climate change mitigation to effectively manage all aspects of our interaction with the environment

# Message from our Senior Partner

When you consider that we have been trading for over 180 years, there is an argument to be made that Bidwells is already an inherently sustainable business.

The depth and breadth of our services mean we have been well-placed to weather the various storms that have come our way over the decades. No more so than during the most recent ten years.

Our sheer diversity of services means that, despite the ups and downs of real estate, our business remains balanced and profitable.

For me, the thing that has kept us at the forefront of our markets longer than most, is our willingness to adapt and to innovate. Our core strategy has remained largely consistent over recent years and as our operating environment changes around us we

never shirk from adapting our approach and advice.

The modern challenges of climate change and the Covid-19 pandemic have brought into sharper focus the need to evolve once more but this time at a more rapid rate.

Our ESG strategy (that's Environmental, Social, Governance – one day we will not need to spell it out) explains how we are going to progress faster than ever before.

It sets out our aspiration for the business we want to become. It explains what we are doing already to get there. More importantly, it spells out what comes next. Critically, it is explicit about the actions we are taking today and the goals we have set ourselves for tomorrow.



Ultimately, it's simple to explain: we want to become a highly sustainable business. One which can continue to stand the test of time and support the long-term growth of our people in a transparent way.

We've tried to keep the whole document simple, by focusing on three key pillars of activity where we can have most impact: Planet, People and Influence.

Whilst Bidwells' carbon footprint is modest in terms of the overall challenge facing the planet, we face environmental challenges on an unprecedented scale, so we are taking strong, tangible action to contribute to meeting them.

Our people are at the centre of this strategy. They are our biggest asset. The pace of their personal and professional growth will define our success in meeting our goals of achieving greater diversity, more inclusion, and a stronger feeling of belonging at Bidwells.

But it's our influence where I believe we can make the biggest impact. Over the next decade, our Sustainability service line will help our clients meet their own ESG goals across their real estate portfolios. Some of whom own UK land and property assets measured in the thousands of acres and valued in the billions of pounds.

We think the comprehensive nature of our service offer is unsurpassed in real estate professional services and it's in its delivery that we believe we can

influence our sector the most. We can also bring our influence to bear with our own suppliers and it is this embedded approach which will bring about lasting change. We must all walk the walk.

Bidwells will be honest and transparent in the way we measure and report our progress towards meeting these goals. Our governance, which is the first section of the strategy, describes how we will respond to varying stakeholder expectations. Setting clear goals from the top of the business across its depth and breadth, demonstrating how we will be held accountable to deliver our promise.

In the end, I hope that our non-financial reporting will become business as usual. That will mean that we have met the ESG goals we are publishing today, responded appropriately to the imminent threat of climate change, reduced social inequality, and removed any remaining opaque governance.

Only then will we be operating a business that has a positive impact on society, is considerate towards the environment and is run in a way that will stand the test of time for another 180 years.

**Nicholas Pettit**  
Senior Partner

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**“We want to become a highly sustainable business. One which can continue to stand the test of time and support the long-term growth of our people in a transparent way.”**

# Governance

## Governance Structure & Framework

### Our aspiration is...

To ensure we operate our business ethically and with relevant stakeholder input throughout all stages of our reporting cycle.

### What we're doing

To manage our Sustainability impact, we have a series of established committees. The Staff Network is an open forum where everyone in our business is able and actively encouraged to raise suggestions and voice opinions.

In the three Pillar Groups, nominated members are responsible for defining the objectives and actions aligned to the three pillars of People, Planet & Influence. In turn, the Staff Network and Pillar Groups report into the ESG sub-committee mandated by the main board. These groups are all co-ordinated by our ESG team.

We have issued our Sustainability Policy through these groups following Main Board approval. The policy defines the key principles of how we operate our business. This strategy document details how we will apply these principles across our business through our action plans.

### What comes next

As part of our stakeholder engagement approach, we welcome all and any feedback on our strategy. We will use this feedback to inform future iterations of the strategy. You can provide direct feedback using the following link or scanning the QR code below:

<https://forms.office.com/r/LAnP8aXNu4>



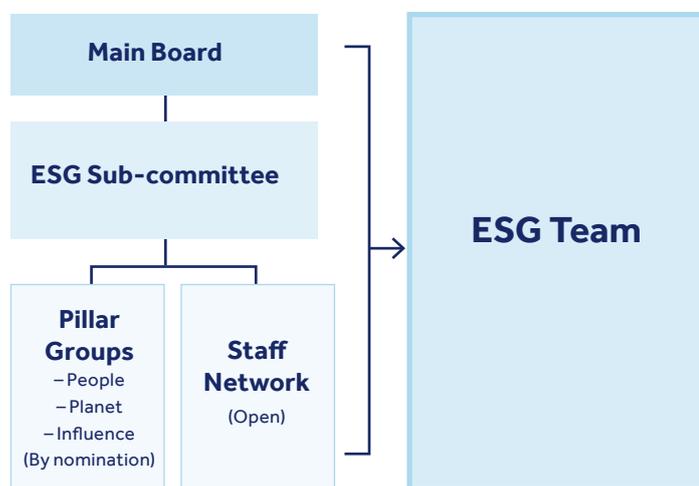
### Action

Draft, review and publish our ESG Strategy.

### Goals

ESG Strategy published with accompanying ESG Policy and ring-fenced Sustainability budget.

### Our Governance Structure





# Our ESG Goals

## Our aspiration is...

To operate transparently and report our performance, enabling our stakeholders to hold us to account.

## What we're doing

Our ESG Reporting Framework describes the interaction between our Sustainability Policy, ESG Strategy, Annual ESG Report & quarterly internal reporting.

We have identified the indicators material to our business and have deployed systems to track these internally. We are employing a balanced scorecard approach to assessing our own sustainability impact and tracking progress to achieve our objectives.

As this is our initial disclosure year, other than committing to net zero by 2030, we have not established any external targets other than to disclose data for the indicators defined as material to our business operations.

## What comes next

In subsequent years, the Pillars Groups will be setting targets and will be responsible for identifying any course-correction required if we are not on track to achieve our targets.

Following the 2022 reporting cycle, we will report progress against these KPIs, both internally on a quarterly basis to each of our Sustainability Pillar Groups and externally in an annual report in 2023.

The annual report will detail progress towards implementing this strategy: it signals the endpoint of the yearly reporting cycle and ensures that both policy and strategy stay current in the dynamic landscape of Corporate Social Responsibility.

## Action

Initiate internal reporting against material indicators outlined by the three Sustainability Pillar Groups.

## Goals

Successful completion of x4 Quarterly internal KPI reporting cycles.

## ESG Reporting Framework



# Our ESG Goals

	Action	KPI*	Goal
<b>Governance</b>			
Embed ESG in Our Operating Structure	Draft, review and publish our Sustainability Strategy	yes/no	Published with policy + defined sustainability budget
	Internal reporting against material indicators	yes/no	Quarterly internal reporting
<b>People</b>			
Health & Wellbeing	Develop and implement the BWell Charter holding each other to account for maintaining wellbeing	yes/no	75% of people committed to the BWell Charter
Diversity, Inclusion & Belonging	Promote diversity, inclusion & belonging in Bidwells and beyond.	#	75% of diversity initiatives implemented
Learning & Development	To foster a learning and development environment throughout the business.	hours	15 hours per person each year
	Expand our apprenticeship and school engagement programme.	%	6% of all employees on apprenticeships
<b>Planet</b>			
Reduce Our Carbon Footprint	Commit to Race to Zero setting science-based targets.	yes/no	Net Zero by 2030
Responsible Resource Use	Continue to maintain our Environmental Management System & introducing quarterly reporting.	yes/no	ISO14001 re-accreditation + increase internal planting
<b>Influence</b>			
Embed Sustainability into Our Services	Ensure all our colleagues understand the imperative behind our Sustainability service offerings and the role the real estate sector plays in achieving the UN Sustainable Development Goals.	%	85% of all to have taken baseline sustainability learning course
Advocating Externally	Contribute to creating carbon positive businesses.	yes/no	Offset all emissions from gas, electricity and fuel used in cars on business use
Sustainable Procurement	Ensure our contractors & suppliers are accredited by a Safe Schemes in Procurement (SSIP) member or Bidwells' approval process.	%	100% accredited
	Assess the sustainability impact of our value chain through our procurement process.	%	50% of suppliers assessed (by spend)
Community Involvement	Volunteering Days	days	2 days per FTE
	Charitable Donations	£	£45k donated per year

\*Key Performance Indicator



# People

"Our people are our greatest asset", as worn as the phrase might be, as a professional services firm, it is still undeniably true.

At Bidwells, 82% of our income goes directly back to our people. That's before we've even budgeted for expenditure on wellbeing or learning and development. We're also increasingly aware that the non-financial aspects of working at Bidwells adds significantly to our people's overall wellbeing.

After re-occupying our offices post-pandemic, the sense of community from collaborating on projects to lunchtime chats is palpable. Five minute chats on hot topics can be enlivening and strengthen the sense of inclusion and belonging.

Equally, we appreciate that for some, working from home or a hybrid approach is more conducive to providing a better work/life balance. Laid out opposite, you can read about the initiatives we are involved with in the People pillar, all of which we strive to ensure are accessible to all our people whether they are in the office, on a client site or working remotely.



# Health & Wellbeing

## Our aspiration is...

To create a healthy working environment and culture that enhances the physical, mental, and social wellbeing of everyone working with Bidwells.

## What we're doing

Our BWell programme launched in Spring 2018, aiming to bring physical, mental, financial and social wellbeing under a single initiative. Throughout the pandemic, the programme offered security and support and continues today with a focus on mental wellbeing through the coffee break series and 'Time to Change/ Time to Talk' day.

We also support through our benefits programme offering the Medicash health plan and employee assistance programme providing 24/7/365 support to everyone. This is in addition to private medical insurance, cycle to work scheme, and 24/7 access to the online GP service, Doctor at Hand.

The 'always-on' metrics portal, Thymo, also allows anyone in the business to anonymously report their emotional wellbeing at any time of the day. This not only enables us to gauge the overall wellbeing of the business but also crowd-source suggestions for improvement to our employee support packages. As a direct result of feedback through this portal, we have implemented policies in support of enhanced leave for maternity, paternity, shared parenting, adoption, fertility and pregnancy loss.

Additionally, we have appointed 15 BWell Champions. The purpose of the Champion role is to help implement and support our BWell Programme through raising awareness of wellbeing activities, promoting healthy lifestyles, and encouraging positive mental health.

The BWell hub, available through our intranet, provides a central location for employees to access all the information that we have collated.

## What comes next

In order to embed the BWell programme across the business, we will issue the BWell Charter. This is a document outlining the principles of the programme and, crucially, a commitment from our people to hold themselves and each other to account. This will be made available through our Learning Management System so that we can track progress.

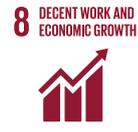
## Action

Fully implement our BWell Charter incorporating mental health, physical health & community involvement.

## Goals

75% of the business to have read and committed to the BWell Charter.





# Diversity, Inclusion & Belonging

## Our aspiration is...

To enable everyone to contribute to the decision-making processes of the business; where everyone feels their voice is heard and business leaders are responding and rewarding their input. To promote a representative demographic, where everyone can thrive as their true and authentic selves across all levels of the firm creating a culture of belonging.

## What we're doing

We always aim to employ talent from all backgrounds, removing restrictions and widening the pool of potential candidates whilst creating an environment where anyone would want to work with us. But attracting diverse talent is only the invite to the party: once through the door we want to ensure everyone feels welcome.

The Belong@Bidwells programme co-ordinates all our actions to become a diverse and inclusive employer. Diversity fosters creativity; enabling deeper understanding of our clients' needs which increases the potential for innovation. In order to deliver against this ambition, we have identified five key commitment areas where we will focus our actions:

- Progressing Gender Equality
- Standing Against Race & Religious Discrimination
- Respecting all Sexual Orientations and Identities
- Providing Opportunities for Disabled People
- Embracing our Multi-Generational Population

## What comes next

To achieve our Belong@Bidwells aims, we have grouped our diversity, inclusion and belonging activities into five sequential areas so we can adopt systematic, business-led approaches to inclusion and diversity:

- Foundations
- Engagement & Awareness
- Policies & Processes
- Development & Retention
- Future Talent & Industry

In total, we have identified 41 actions across these commitment areas and objectives. Since starting in January 2022, we have completed ten of these actions and aim to deliver the remainder over the next 18 months. The People pillar will be continually consulted to ensure that the list of 41 is dynamically prioritised to the immediate needs of the business and will grow as we improve our awareness of diversity, inclusion and belonging.

## Action

Develop and implement our diversity, inclusion & belonging programme.

## Goals

Implement at least 75% of the identified actions by the end of 2023.

A selection of the organisations to which we align our DIB programme:



# Learning & Development

## Our aspiration is...

To have all employees realising their potential by attaining, building and demonstrating our values, behaviours, knowledge and skills in their role. In support of this we commit to providing access to high quality learning & development for all employees, contributing to their continued professional development.

## What we're doing

Learning and development drives employee performance, helping to deliver our vision and plan. It is a tactical, positive driver of employee engagement. We co-ordinate all of our learning and development through a centralised programme: BDeveloed.

This programme manages the process of Performance & Development Reviews (PDR) for all employees, which is a bi-annual programme, ensuring our people have a development plan co-created with their line manager which identifies any learning and development requirements. These requirements are managed centrally by our Learning & Development team and are either delivered by external providers or our own internal experts.

We are RTPI Learning Partners, members of the UK Green Building Council, accredited by the Institute for Environmental Managers and Assessors (IEMA) and regulated by RICS. This allows us to keep up with the latest trends in our sectors and provides access to a wealth of learning & development materials that our people can use to develop their professional knowledge.

Additionally, our extensive Learning Management System extends beyond the compliance requirements we have and offers content that can be voluntarily accessed by all graduates, apprentices and key representatives in each division.

Our graduate/apprenticeship development programme is a two-year scheme designed to expose participants to real projects right from the beginning. With an exceptional first-time pass rate we far exceed the requirements of the Assessment of Professional Competence (APC). The end-goal is for the participants to achieve chartered status with RICS, RTPI or any other related accreditation, whilst learning from colleagues with a wealth of on-the-job experience. We see our graduates as future leaders and partners in the business.

## What comes next

To enhance our partners' and their successors' development in their current and future roles within the firm, we will be asking them to complete a development survey to enable us to provide them with more focused learning and development.

To focus on equitable talent generation and growing our prospective business leaders, we have launched two key learning and development initiatives – the Inclusive Leadership Programme and the Generate Programme. Both of these programmes deliver a range of mentoring, group coaching and externally provided learning and development to accelerate people's careers.

Whilst the Generate Programme focuses on business development skills for those in the early to middle stages of their careers, the Inclusive Leadership network will be launched to target our future female leaders who are identified in succession plans as being fewer than five years from significant leadership roles.

For certain leading-edge topics that are not yet core to our service offerings, we are commencing a series of 'fireside chats' where industry experts share their experiences and predictions for the future. From battery storage to neurodiversity, these sessions broaden our knowledge, highlighting career pathways that may not have been previously considered.

## Action

To foster a learning and development environment throughout the business.

## Goals

Deliver more than 15 hours formal learning & development per person per year.

A selection of the organisations to which we align our Learning & Development programmes:



**RTPI**  
Learning Partner





# Apprenticeships & School Engagements

## Our aspiration is...

At Bidwells we are keen on providing equal opportunity to those with differing academic backgrounds as not all talent will follow traditional routes into the world of real estate. We support individuals with a higher affinity for practical learning.

## What we're doing

Often, we choose to invest in the right candidate, evaluating degree-level apprenticeships on a par with new graduates. By engaging with local schools we are not only seeking to raise the profile of our business across the region but engage our future workforce.

Currently, we have 25 employees on accredited apprenticeship programmes, and we are continually striving to expand this programme. Our apprenticeships span the full breadth of the business from Project Management, Building Surveying and Residential Sales to Finance, HR, IT, Marketing and Facilities Management. By affiliating with Form the Future, Apprentice Decent Wage Pledge and the 5% Club, we ensure this commitment aligns with the principles of these programmes.

Through our school ambassador programme, we spend significant amounts of time within schools explaining the role of real estate and how it impacts the market. This enables our current employees to use their volunteering days to give back to society and engage with the local community.

Additionally, through our work experience programme, we have created a series of engagements focused on different practices: This has enabled us to future-proof our talent pipeline as well as providing current colleagues with opportunities to hone their mentoring and coaching skills.

## What comes next

The positive experience we have had with apprentices has encouraged us to expand this programme and support more apprentices to start their career with us. In addition, we are urging our people to use their volunteer days to invest in school engagements, whether that is a direct mentoring role or a more formal careers event. We are confident these activities will encourage a more diverse pool of people to enter the world of real estate.

## Action

Expand our apprenticeships and school engagement programme, including a dedicated programme for school children from diverse socio-economic backgrounds across all our offices.

## Goals

6% of all employees on apprenticeships.



# Planet

The latest climate science research confirms that the world must move from 51 billion tonnes of greenhouse gas emissions to Net Zero by 2050 to prevent global warming above 1.5°C\*.

We hear a lot about this in the news as it is widely regarded that climate change poses the greatest existential threat to humanity and it's not the only way we impact the natural world. To support our business's environmental aspects and impacts we have operated an ISO14001 management system since 2007.

Detailed in this section you can see how we are intending on responding to the climate emergency by achieving net zero across our operations by 2030 whilst maintaining our ISO14001 management system to monitor and improve our environmental performance through efficient resource use and waste reduction.



\* <https://www.iea.org/reports/net-zero-by-2050>

# Decarbonise Our Operations / Net Zero

## Our aspiration is...

To respond to the climate emergency by reducing our greenhouse gas emissions to net-zero before the end of 2030, exceeding the UK Government's commitment to achieve the same goal by 2050\*.

## What we're doing

To signal Bidwells' support of government policy and our desire to contribute towards solving one of the defining issues of our time, we are aiming to exceed the UK target of achieving net-zero by 2050. We will aim to do this across our operations by 2030 and, where possible, throughout the entirety of our value chain.

Our initial analysis highlighted the possibility of attaining net-zero emissions from our operations by 2030. To ensure we achieve this commitment, we are setting science-based targets using 2019 as our baseline.

As with many other UK-based organisations, our carbon footprint performance has benefitted from the decarbonisation of the UK electricity grid. During our baseline year (2019) the grid emission factor was 256g CO<sub>2</sub>e/kWh. This dropped by 17% to 212g CO<sub>2</sub>e/kWh in 2021 with latest projections forecasting further reductions of up to 80% by 2030. This will result in an emission factor for grid electricity generation of only 52g CO<sub>2</sub>e/kWh due to continued renewable energy investment in the UK, a sector we are proud to be heavily involved in (see page 24).

Most of our operational emissions come from electricity and gas consumption in our offices, as well as diesel and petrol consumption in our vehicles. Our head office, refurbished in 2018, already benefits from new air conditioning units, improved insulation, insulated pipework, a high-performance boiler, roof insulation, photovoltaic windows, low energy lighting and automatic lighting controls.

## What comes next

Our decarbonisation focus will be on electrifying our fleet as well as replacing gas boilers. We will reserve our residual emission 'budget' for journeys to remote locations currently under-served by public transport and the electric charging network.

We will also look to expand the photovoltaic installation we have at our head office in Cambridge to reduce our reliance on grid delivered electricity and increase capacity for on-site charging of our electric vehicles.

## Action

Commit to Race to Zero by setting a science-based target.

## Goals

Achieve Net Zero across our operational footprint by 2030.



\* <https://www.gov.uk/government/publications/net-zero-strategy>

# Responsible Resource Use

## Our aspiration is...

To continue operating our facilities to the ISO14001 standard, ensuring we go beyond just climate change mitigation to effectively manage all aspects of our interaction with the environment.

## What we're doing

Historically, our ISO14001 management system has enabled us to operate our facilities in a conscientious manner with effective response procedures for any environmental incident of which we have fortunately had none to date.

The continual improvement criterion of the ISO standards has ensured we have constantly worked to enhance the management of our environmental aspects.

As an example of recent improvements, this year we introduced food waste as a segregated stream in our Cambridge headquarters. This enables us to divert from landfill, one of the largest residual elements of our waste generation.

Since we moved to our modern office suite in Perth, we have implemented a waste segregation practice.



Certificate Number 20510

## What comes next

Beyond climate change, our efforts in the current ISO14001 accreditation cycle focus on three areas of influence. These are areas where we can deliver a demonstrable improvement in our management of the business's impact on the environment:

**Air Emissions** – N<sub>2</sub>O and particulate matter will be greatly reduced as we transition to electric vehicles. We will also be improving the indoor air quality of the offices we occupy by planting more broad-leaved varieties that help to purify the air around us. Post-pandemic, the concept of healthy buildings is becoming increasingly important to occupiers and to the people in the buildings. We aim to lead by example, seeking to accredit to Verified Healthy Building standard.

**Waste** – We will continue to identify additional waste streams that can be diverted. Currently, we generate a small residual that goes to landfill. We have identified a contractor and are looking to transfer our waste management so that this residual is used as a fuel stock in a waste-to-energy recovery facility. This will move us closer towards our goal of zero waste to landfill.

**Biodiversity** – We will ensure that our office spaces are positively impacting employee wellbeing and the biodiversity of the areas in which we operate. This links to our employee wellbeing programme; improving indoor air quality is a key benefit of increased indoor planting. Our volunteering and community involvement programmes are also interlinked through our engagement with local initiatives to plant more trees near our office locations.

## Action

Control all significant environmental impacts of our business operations.

## Goals

Maintain ISO14001 accreditation and increase internal planting across all our offices.



# Influence

Our major stakeholders extend beyond our people, and include our clients & suppliers. As with many professional services organisations, the work we do with our clients has a proportionally larger impact than the operation of our own business. In recognising this, 'Our Influence' is a pillar with significant attention covering all aspects where we interface with society: our services, partnerships, supply chain and the communities in which we operate.





# Embed Sustainability Into Our Services

## Our aspiration is...

To embed sustainable thinking in the services that we offer. This requires our people to be familiar with the fundamentals of sustainable development, demonstrate deep technical expertise in their specialist field and stay up-to-date with the latest changes in this fast-moving area.

## What we're doing

We have expanded our service lines to include a consolidated sustainability service offering. This includes both broadening the reach of our existing service lines such as Forestry and Renewables as well as offering new services such as negotiating Green Leases, Stranded Asset Assessments and Net Zero Carbon Pathway strategies.

We are now proud to have the most comprehensive sustainability offering in UK real estate professional services.

## What comes next

As mentioned previously, we are rolling out learning & development for all our people to provide a baseline understanding of the fundamentals of sustainability from the moment they join the business, irrespective of their role.

Additionally, the Generate programme under Learning & Development is being expanded to include sustainability services; both specific sustainability service lines as well as the impact sustainability has upon all our existing business areas. This will support our business' understanding of sustainability across the whole of the real estate sector.

## Action

Ensure all our colleagues understand the imperative behind our sustainability service offerings and the role the real estate sector plays in achieving the UN Sustainable Development Goals.

## Goals

100% of our people to receive baseline sustainability learning & development.

In August 2022, we launched Sustainability Services as a distinct line of business. This introduces many new services as well as consolidating existing services into three key areas:

## Natural Capital & Sustainable Investment



Investment opportunities generating returns in harmony with environmental outcomes are on the rise. Our experts help clients to navigate the UK's natural capital and sustainable investment markets with a focus on nature-based and climate resilient solutions. We provide the vital link between landowners, investors and developers who benefit from our detailed knowledge of the contractual and financial frameworks required to monetise natural capital value.

- Forestry
- Biodiversity Net Gain
- Native Woodland Creation
- Sustainable Farm Management
- Estate Environmental Strategy
- Carbon Investment
- Peatland Restoration
- Carbon Credits Generation
- Habitat Creation and Restoration

## Renewable Energy



Our team of specialist consultants is drawn from a diverse professional background, which affords us unparalleled knowledge across all areas of the renewable energy industry, making us the go-to team for landowners and developers.

The commitment of our team is unstinting as they play a pivotal role in supporting landowners and developers to realise the opportunities in the zero-carbon transition.

- Onshore Wind Farms
- Solar Energy
- Green Hydrogen
- Anaerobic Digestion & Gasification
- Offshore Grid Connections
- Biomass
- Battery Energy Storage Systems
- Hydropower
- Grid and Infrastructure Planning

# Sustainable Buildings & Places



Our Sustainable Buildings and Places teams are delivering some of the most sustainable buildings across Cambridge and Oxford as corporate investors demand net zero commercial & residential development opportunities to invest in.

Delivering sustainable buildings and places can mean making tough decisions. Having a sustainability strategy for your assets and portfolio or planning application is no longer a nice-to-have, it's where the value lies.

- Retrofitting
- Net Zero Portfolio Strategy
- Carbon Lifecycle Analysis
- Social Value
- Masterplanning
- Specification of Materials
- Biodiversity Net Gain
- Environmental Impact Assessments
- Stranded Asset Assessment Strategy

# 1<sub>M</sub>

The number of acres of the UK countryside and coastline we manage

# 80<sub>M</sub>

The number of trees we manage or currently advise on

# 1,500

Pumped water hydro we currently advise on

# >1,000<sub>MW</sub>

Solar projects in progress

# 3,734<sub>MW</sub>

Onshore wind in development

# Case studies

## Natural Capital & Sustainable Investment



### Biodiversity Net Gain – Lower Valley Farm, Fulbourn, Cambridge

Delivering significant environmental outcomes at landscape scale while enabling local developers to secure biodiversity units ‘off-the-shelf’

We identified an optimal location for establishing a landscape scale Biodiversity Net Gain initiative at Lower Valley Farm, South Cambridgeshire, which is located within the Cambridge Nature Network project and lies adjacent to the Roman Road SSSI.

In partnership with Cambridgeshire County Council, we are delivering strategic habitat creation across the c. 140 ha site which maximises environmental outcomes and will be managed in a cost-effective manner.



### Forestry & Renewable Energy – ESN(F)

Today, ESN(F) has a high-quality, high-performing portfolio which it continues to augment with acquisitions. We provide the strategic forestry expertise to support this expansion, oversee the delivery of management and deal with leases, shooting rights, mineral extraction, access and the marketing of timber.

We are also deeply involved in promoting and negotiating wind farm developments on several of ESN(F)'s sites. Our client now has one of the best quality, financially stable forestry portfolios with considerable existing and potential windfarm developments in the country.

# Case studies

## Renewable Energy



### Wind Power - Crystal Rig, Dunbar

When commissioned in 2003, the original Crystal Rig was the largest wind farm in Scotland. With a further 11 turbines now consented, the site will eventually exceed 100 turbines. Acting on behalf of four landowners, we represented their interests throughout the rolling development programme.

In helping manage existing assets on the site, and by keeping alert to future development opportunities and emerging technologies, we are assisting our clients to deliver certainty of income for decades to come.



### Co-located Solar, Onshore Wind, Battery Storage and Green Hydrogen Production - Whitelee

As demand for green energy increases, more renewable generation projects of all types are required. At the same time, operators must ensure that the electricity grid remains stable and secure. Whitelee wind farm is the largest onshore windfarm in the UK and is now being supplemented with a solar farm, additional battery storage capacity and a green hydrogen production facility.

Our client owns land where a proposed 20 MW solar farm is to be constructed in addition to providing an access route to build and maintain a new 50 MW Battery Energy Storage System (BESS) and green hydrogen production facility

A planning application has been submitted with an agreement in place that benefits all parties, and which will assist in delivering more green energy to our electricity grid and allow the development of one of the first green hydrogen production plants in the country.



# Case studies

## Case Studies: Sustainable Buildings & Places



### Net Zero Carbon Strategy – Jesus College, Cambridge

Jesus College assessed its carbon emissions across its portfolio of historic, listed buildings to implement a strategy to minimise carbon emissions and energy consumption. Setting a new standard for sustainability across buildings of its type, the college has publicly stated its ambition to achieving net-zero carbon by 2030.

Through conducting in-depth technical analysis and understanding the college's baseline emissions and energy usage, we were able to explore possibilities to reach a feasible solution. A solution was realised through the strategy, seeing the buildings thermally upgraded and the use of electric heat production measures to minimise carbon emissions.



### Social Value Planning - MK Gateway, Milton Keynes

Mixed-use development evangelists Socius really get the knowledge economy. They know that cities like Cambridge, Oxford and Milton Keynes are powered by the collaboration of the people living and working there and their shared quest for knowledge and discovery.

Milton Keynes was high on Socius's city hit list. With a new digital skills university, MK:U, on the way and banking giant Santander's £150m HQ under construction, they had their eye on a nearby site. We helped Socius get under the skin of the digital city before they embarked on their bid for the Saxon Court site.

The ink is now dry on the £13m deal to buy Saxon Court and we are working hand-in-glove with Socius to curate the right mix of tenants and bring forward a planning application for this new £190m gateway to Milton Keynes' booming science and technology sector.



# Advocate Externally for Change

## Our aspiration is...

To influence cultural change not only within our business but through the interactions we have with our clients, partners and other institutions with which we interact.

## What we're doing

Bidwells is a member of major professional bodies where our practices operate. As much as possible we choose to engage with organisations where we can participate actively.

One example is the UK Green Building Council, through whom we have committed to pilot the Net Zero Building Carbon Standard when the first draft is available (<https://www.nzcbuildings.co.uk/>).

In addition to accredited bodies, we also advocate for improved sustainability outcomes through our clients. Where an opportunity presents, we encourage clients to explore better social and environmental outcomes which often combine with improved returns and increase in asset value in the long term.

We spend time actively informing investors of the technical aspects of progressive developments and highlighting the opportunities available. Often landowners who are interested in sustainable development projects may not have the capability or capital to deliver innovative sustainability schemes.

We pursue opportunities by linking investors with landowners and the technical experts to initiate socially beneficial projects that otherwise would not have been considered.

A selection of the organisations to which we are signatories to:



Signatory of:



## What comes next

In recognition of the immediacy of the climate crisis, we are verifying our pathway to net zero, we are committing to purchase Gold Standard carbon offsets from UK-based ISO14064-2 certified projects.

## Action

Contribute to creating carbon positive businesses.

## Goals

Offset all emissions from gas, electricity and fuel used in cars on business use.

# Sustainable Procurement

## Our aspiration is...

To positively influence our value chain by only cultivating relationships with businesses that we believe to be operating sustainably.

## What we're doing

ISO 20400:2017, the first international standard for sustainable procurement, defines sustainable procurement as 'procurement that has the most positive environmental, social and economic impacts possible across the entire life cycle'.

We have engaged with a third party supply chain management provider to ensure our contractors and suppliers are members of a Safety Scheme in Procurement. Going beyond this, as part of the same process, our suppliers and contractors are reviewed to ensure they meet legislative and industry best practice standards.

This ensures the sound ethical operation of our entire value chain. We recognise that not all of our contractors and suppliers will be familiar with these schemes and the questionnaire completion process can be demanding, so we will support them where practical to do so.

## What comes next

In recognising that we rely on our supply chain to effectively deliver many elements of our services, we are developing our Sustainable Procurement Policy. This will ensure our suppliers are clear on the standards we expect them to operate to and, in turn, we will commit to treating our suppliers responsibly with fair commercial terms and transparency throughout the whole relationship.

We must not only consider our own employees but also those of our contractors and any individual impacted by the operation and management of our clients' businesses. We want to build a great safety culture by ensuring ALL our contractors are SafeContractor compliant, which means helping smaller suppliers who we know are compliant but may struggle to complete the necessary paperwork.

## Action

Ensure all contractors & suppliers are Safe Contractor and Supply Chain Compliance accredited.

## Goals

Ensure that 100% of our contractors and suppliers are accredited by Safe Schemes in Procurement (SSIP) member or Bidwells' approval process.





# Community Involvement

## Our aspiration is...

To be an active and constructive member of our wider community, encouraging our staff to engage with both the physical and social environment around our offices.

## What we're doing

Every employee at Bidwells receives two volunteering days in addition to their regular annual leave. We encourage all our employees to make use of these days both for the value it provides their mental health and the positive impact it has on the communities in which we operate.

In addition to operating our business as sustainably as we can and encouraging our people to volunteer in the local community, we also engage with identified strategic charities. This enables us to focus our contributions and ensure the investment delivers the outcomes we want to see. In 2022 we are key sponsors for the gala dinner in aid of the new, pioneering Cambridge Children's Hospital.

We have also sponsored the Ethical Electives project at the University of Cambridge. The Ethical Electives project funds final year medical students from low and middle income countries who have received a place on the Cambridge University Clinical School medical placement but would not be able to attend the programme due to lack of funding. The programme enables students to spend seven-weeks at the world class clinical school in a specialism of their choosing. This will enable the expertise to be incorporated into the student's community when they return home.

We have supported for the past few years - Scotland's Charity Air Ambulance and we delivered 'planet positive workshops' for children at the 2021 Scottish Game Fair.

Since January 2019, we have donated over £75,000 to charitable causes with 2022 being our most philanthropic year to date.

## What comes next

From this year, we have formalised our network of local Community Involvement Champions and introduced a central co-ordinator. The Champions will channel both our community activity and volunteering work so that we can better understand the impact our time and cash donations are having in the communities we have chosen to support.

## Action

To co-ordinate all our activities through the Community Involvement Network so that we can better understand the impact our varied community activities are having.

## Goals

To contribute more than £45k to charitable causes and ensure uptake of the two volunteer days per FTE.

**Bidwells**

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