



Annual Non-financial Data Report 2015



In addition to the information contained in this Annual Non-financial Data Report, you can download our Annual Review 2015 and the Annual Financial Statements 2015 to explore our progress during the year.

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Introduction

This document provides further information on the data published on pages 12-13 of Grosvenor's Annual Review 2015. This report is split into two parts, the first, on pages 2-9, provides results and methodology for the environmental metrics, and the second section, on pages 10-14, sets out the results and methodology for the socio-economic metrics.

This is the sixth year that we have published our environmental data. Minimising the energy, water and waste used and generated by our buildings remains important to us for many reasons, these include: for cost saving; to enhance the value of our property portfolio; to reduce the risk of obsolescence over the long-term; to enable compliance with incoming legislation; and because it is the right thing to do.

We have a governance structure for our environmental data that we apply consistently. Each Operating Company has a Sustainability Leader responsible for tracking and improving the results. They work closely with the asset and property managers, retrofit and finance teams throughout the year to budget and implement measures to better the environmental performance of the portfolio. An Executive Sponsor for each Operating Company signs-off these annual results.

Our energy, carbon, water and waste results are for the period 1 December 2013 to 30 November 2015. Previously, we reported to the end of the calendar year but we have opted to shift this reporting back a month in order to reduce the amount of estimated data, necessitated by the time lag prevalent when receiving utility bills. For ease, data from the period 1 December 2013 to 30 November 2014, is referenced as '2014' data (also re-stated), and similarly for the subsequent 12 months, the data is referenced as being from '2015.'

We have widened the scope of our non-financial reporting from a focus purely on environmental performance to include socio-economic metrics. We have structured our reporting differently this year in order to demonstrate the ways in which we are delivering against our three Group-wide strategic objectives. Our first two objectives - 'to deliver attractive long-term returns' and 'to develop and co-ordinate an internationally diversified property group' - have well established financial performance measures to track progress. For our third objective - 'to uphold Grosvenor's reputation for quality, integrity and social responsibility' - we have introduced new socio-economic metrics that reflect the activities that are material to our business and that quantify our wider contribution to society. We will continue to track all of these metrics, but we expect our approach to evolve as we continue to identify ways of measuring and reporting that reflect our business activities and aspirations, and the interests of our stakeholders.

The new metrics were chosen by a steering group, comprising a member from each Operating Company, with input from the Group Holding Company Directors and approval from the Group Chief Executive, Group Finance Director and Operating Company Chief Executive Officers. Best practice reporting standards, including by the International Integrated Reporting Council (IIRC) and Global Reporting Initiative (GRI) were also used as a guide. The socio-economic metrics apply to 2015 unless otherwise stated.

The following criteria were considered:

- Whether it is a concern of stakeholders. Sources include annual surveys of tenants and a reputation survey completed during 2015.
- How relevant it is to our business activities.
- Whether it helps to demonstrate our 'Living cities' philosophy in practice.
- Whether the measured activity is a significant aspect of our societal contribution.
- How viable it is to collect for the Annual Review 2015 or for subsequent Annual Reviews.

We commissioned an independent strategic review of our approach to sustainability across the Group which was completed during 2015. A key recommendation was to better quantify our contribution to society and so these broader metrics aim to implement this. We annually review the parameter of our reporting, and seek to consider how to disclose further.

Our approach is evolving and we invite feedback, such as suggestions on ways we can improve our reporting. These can be sent to: sustainability@grosvenor.com.

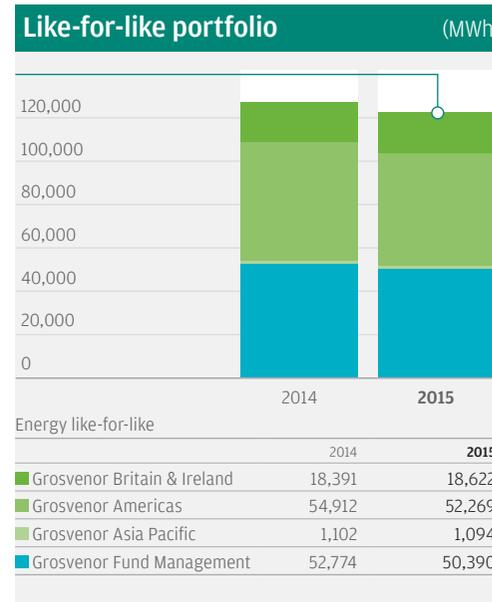
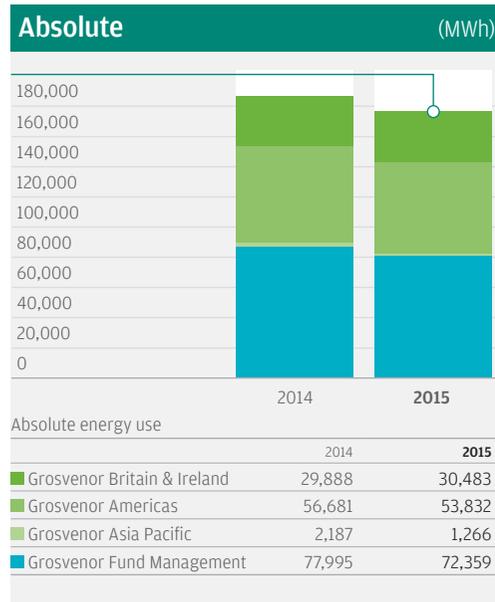


Energy consumption

Energy consumption

In 2015, we reduced our like-for-like energy consumption for the sixth consecutive year, this time by 4%.

Performance in focus	Absolute energy consumption					Like-for-like energy consumption			
	2014 MWh	2014 Properties	2015 MWh	2015 Properties	Change %	2014 MWh	2015 MWh	2015 Properties	Change %
Grosvenor Britain & Ireland	29,888	226	30,483	220	2%	18,391	18,622	190	1%
Grosvenor Americas	56,681	44	53,832	40	-5%	54,912	52,269	36	-5%
Grosvenor Asia Pacific	2,187	5	1,266	4	-42%	1,102	1,094	3	-1%
Grosvenor Fund Management	77,995	64	72,359	45	-7%	52,774	50,390	42	-5%
Grosvenor Group total	166,751	339	157,940	309	-5%	127,179	122,375	271	-4%



Commentary

Our 'like-for-like' results help to indicate how our active management has reduced energy consumption in the properties that we have held in our portfolio during 2014 and 2015. Our reduction from 127,179MWh energy in 2014 compared to 122,375MWh in 2015 is equivalent to saving the typical energy consumption of 261 UK homes.

Despite 84 further energy-efficient retrofits of Grosvenor Britain & Ireland's properties in 2015, helping tenants to reduce their energy needs, and over 40 installations of solar panels, our landlord procured energy has increased 1%. Monthly checks on energy consumption are now in place for 2016.

A large property contributing towards Grosvenor Fund Management's 5% reduction in like-for-like energy consumption is the Haninge shopping centre, Sweden. We reduced electricity and district heating 19% and 10%, respectively, through more efficient controls and improvements to the ventilation systems.

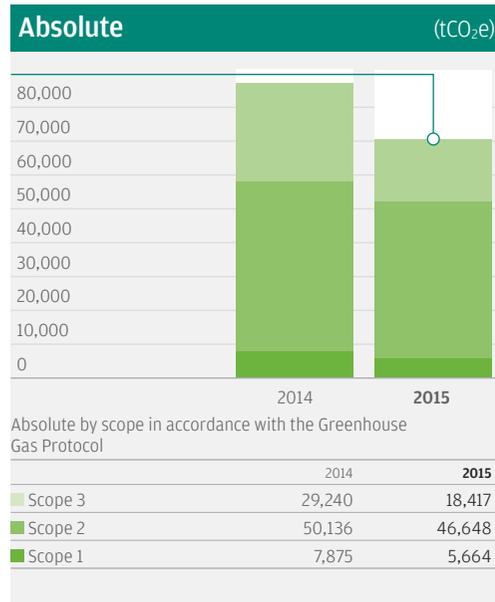


Carbon emissions

Carbon emissions

In 2015, we reduced our like-for-like carbon emissions for the sixth consecutive year, this time by 5%.

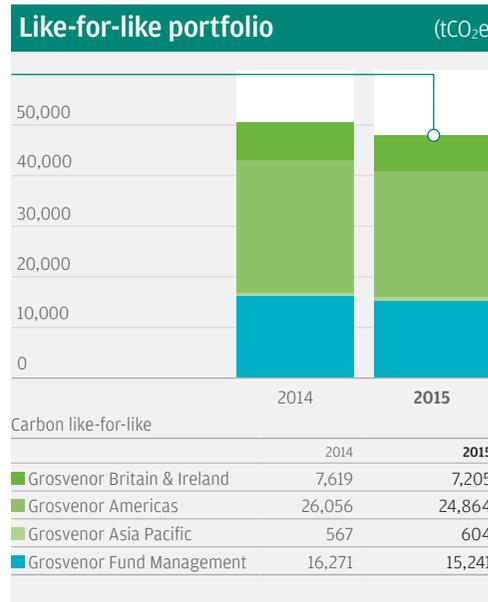
Performance in focus	Absolute carbon emissions					Like-for-like carbon emissions			
	2014 tCO ₂ e	2014 Properties	2015 tCO ₂ e	2015 Properties	Change %	2014 tCO ₂ e	2015 tCO ₂ e	2015 Properties	Change %
Grosvenor Britain & Ireland	11,246	226	10,809	220	-4%	7,619	7,205	190	-5%
Grosvenor Americas	26,753	44	25,576	40	-4%	26,056	24,864	36	-5%
Grosvenor Asia Pacific	2,504	5	914	4	-64%	567	604	3	7%
Grosvenor Fund Management	44,534	64	31,885	45	-28%	16,271	15,241	42	-6%
Grosvenor Group total	87,251*	339	70,729*	309	-19%	50,513	47,913	271	-5%



Notes:

- **Scope 1:** Direct emissions from sources owned or controlled by Grosvenor. This includes gas boilers and Grosvenor-owned vehicles.
- **Scope 2:** Indirect emissions from electricity and district heating we purchased. These emissions are considered indirect because the emissions physically occur at the point of energy production.
- **Scope 3:** Other indirect emissions. This includes: emissions from energy that are exclusively sub-metered to tenants; electricity and district heat and steam transmission; and distribution losses and emissions from other Company activities within the organisational boundary, such as from business travel.

* The Group totals for absolute carbon emissions includes business travel of 1,544 tCO₂e in 2015, and 2,213 tCO₂e in 2014.



Commentary

The amount of carbon emitted by each unit of electricity generated varies by region. Our carbon footprint is calculated by multiplying our energy consumption (reported on page 2 of this document) by each region's 'carbon conversion factor.'

Our 5% Group-wide reduction in 'like-for-like' carbon is equivalent to planting 2,600 trees, in terms of the reduction in greenhouse gas emissions into the atmosphere. This carbon saving is due to reductions in our properties' energy use, as well as more efficient national grids supplying cleaner energy. This metric is not affected by changes to the size of our portfolio as it only takes into account properties we held in both 2014 and 2015.

Our 2015 'absolute' carbon consumption for the Group at 70,729 tCO₂e indicates our total environmental impact in terms of greenhouse gas emissions. Our total 'absolute' carbon footprint has decreased 19% since 2014, which is to be expected as, alongside improving the energy-efficiency of our properties and cleaner global energy production, the number of properties we directly manage has decreased from 339 to 309, as more assets have been sold than purchased.

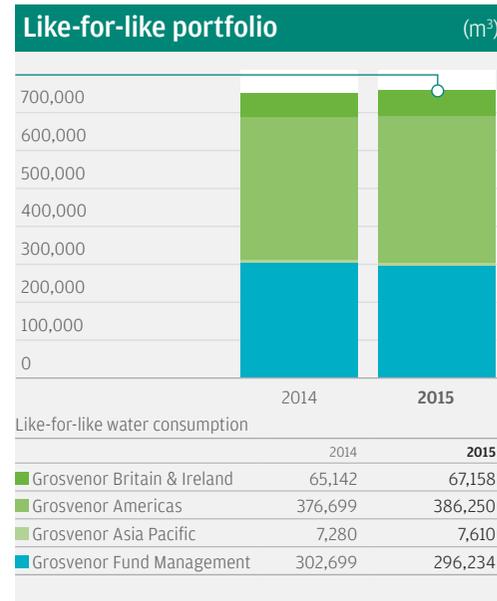
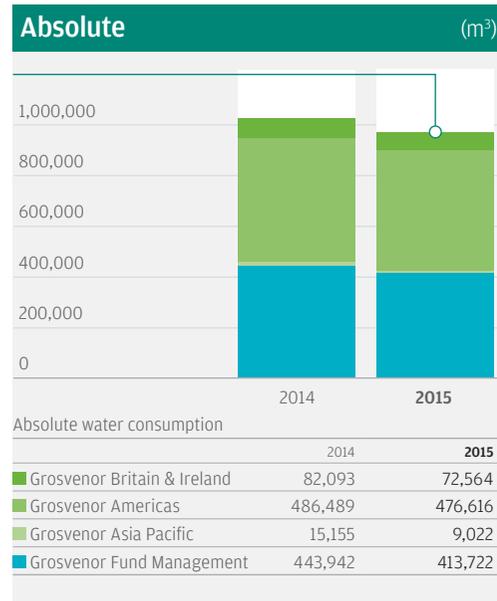


Water consumption

Water consumption

In 2015, our like-for-like footprint increased by 1% after five consecutive years of reduction.

Performance in focus	Absolute water consumption					Like-for-like water consumption			
	2014 m ³	2014 Properties	2015 m ³	2015 Properties	Change %	2014 m ³	2015 m ³	2015 Properties	Change %
Grosvenor Britain & Ireland	82,093	74	72,564	73	-12%	65,142	67,158	53	3%
Grosvenor Americas	486,489	54	476,616	50	-2%	376,699	386,250	45	3%
Grosvenor Asia Pacific	15,155	5	9,022	4	-40%	7,280	7,610	3	5%
Grosvenor Fund Management	443,942	39	413,722	18	-7%	302,699	296,234	15	-2%
Grosvenor Group total	1,027,679	172	971,924	145	-5%	751,819	757,252	116	1%



Commentary

Our like-for-like water consumption has increased by 1% overall, partly due to increases in occupancy levels in some of our largest properties. We have new targets in place and are seeking to implement further checks on the accuracy of the water bills we receive during 2016 to help improve this data.

Installing more water-efficient appliances is the main way we improve the water efficiency of individual properties in our portfolio. This includes Grosvenor Americas' Chelsea at Juanita Village, Washington, which saw an 11% reduction in water usage in 2015 due to previous appliance upgrades, along with reductions at other properties in North America, including: 1500 K Street, Washington and Wheelhouse at Fair Oaks, Virginia, with 50% and 10% reductions respectively.

We procure and so have the ability to track the water usage at fewer properties in our portfolio than for energy usage: 146 compared to 309, respectively, in 2015. Grosvenor Britain & Ireland in particular is working to improve the tracking of water consumption in the portfolio.



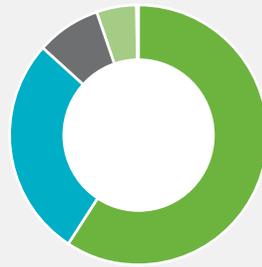
Waste disposal

Waste disposal

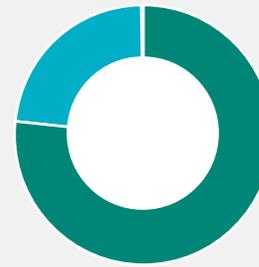
In 2015, we continued to track our landlord procured waste and minimise the amount sent to landfill.

Performance in focus	Footprint by mass			Footprint by volume		
	2015 Total waste mass (metric tonnes)	2015 Properties	2015 Waste diverted from landfill % (mass)	2015 Total waste volume (m ³)	2015 Properties	2015 Waste diverted from landfill % (volume)
Grosvenor Britain & Ireland	214	30	100%			
Grosvenor Americas	2,869	12	88%	6,249	11	23%
Grosvenor Asia Pacific	128	1	100%			
Grosvenor Fund Management	3,323	4	100%			
Grosvenor Group total	6,534	48	95%	6,249	11	23%

Footprint by mass (metric tonnes)



	2015
Off-site materials recovery facility	3,867
Recycling facility	1,800
Incineration (with energy recovery) facility	524
Landfill facility	332
Composting/anaerobic digestion	11

Footprint by volume (m³)

	2015
Landfill facility	4,792
Recycling facility	1,451
Compost facility	5

Commentary

We have increased the number of properties we report waste data on by 41%. This is largely thanks to Grosvenor Britain & Ireland who have encouraged customers occupying commercial buildings to transfer their waste collection contracts to a single provider. This also substantially reduces the number of waste collection vehicles travelling past our London estate properties and encourages more recycling. In 2015, Grosvenor Britain & Ireland's tenants saved the equivalent of 1,325 trees and 187 tonnes of CO₂ by recycling waste materials.

Award schemes for tenants and initiatives to improve recycling facilities at Grosvenor Americas' Bridges at Northcreek, Washington, and Woodcreek residential homes, Washington, have significantly improved the level of onsite recycling.

11 Grosvenor Americas' properties are located in areas which track waste by volume. We report these results separately. As a landlord, we have limited insight into the waste recycling data at most of our properties, and hence there are currently fewer properties in these results for waste disposal compared to energy, carbon and water.

Standardised
environmental
reporting

Environmental

This table, alongside the subsequent table on page 7, provides additional aspects of our results in the standardised environmental reporting format of the European Public Real Estate Association (EPRA).

Directly-managed properties – absolute measures

Impact area	EPRA code	Performance measures	Units of measurement	2015	2014
Energy	3.1	Total energy consumption from electricity	MWh	109,355	114,845
	3.2	Total energy consumption from district heating		18,066	9,479
	3.3	Total energy consumption from fuels		30,520	42,427
Greenhouse gas emissions	3.5	Total direct GHG emissions – GHG Protocol Scope 1	tonnes carbon dioxide emissions (CO ₂ e)	5,660	7,866
	3.6	Total indirect GHG emissions – GHG Protocol Scope 2		46,648	50,136
	3.6	Total indirect GHG emissions – GHG Protocol Scope 3		16,876	27,036
Water	3.8	Total water withdrawal	cubic metres (m ³)	971,924	1,027,678
Waste		Total weight of waste		6,534	8,180
		Total weight of waste – landfill facility		332	486
		Total weight of waste – incineration facility		524	917
	3.10	Total weight of waste – off-site materials recovery facility	metric tonnes	3,867	4,855
		Total weight of waste – recycling facility		1,800	1,900
		Total weight of waste – reuse facility		0	0
		Total weight of waste – compost facility		11	22
		Percentage of waste by disposal route – landfill facility		5%	6%
	3.11	Percentage of waste by disposal route – incineration facility	proportion by weight (%)	8%	11%
		Percentage of waste by disposal route – off-site materials recovery facility		59%	59%
	Percentage of waste by disposal route – recycling facility	28%		23%	

Standardised
environmental
reporting continued

Environmental

Directly-managed properties - intensity measures

Impact area	EPRA code	Performance measures	Units of measurement	2015	2014
Energy	3.4	Building energy intensity	kWh/m ² /year	69	76
Greenhouse gas emissions	3.7	Greenhouse gas intensity from building energy	kg CO ₂ e/m ² /year	24	28
Water	3.9	Building water intensity	m ³ /m ² /year	0.46	0.47

Occupied offices - absolute measures

Impact area	EPRA code	Performance measures	Units of measurement	2015	2014
Energy	3.1	Total energy consumption from electricity	MWh	1,918	1,942
	3.3	Total energy consumption from fuels		895	688
Greenhouse gas emissions	3.5	Total direct GHG emissions - GHG Protocol Scope 1	tonnes (CO ₂ e)	165	127
	3.6	Total indirect GHG emissions - GHG Protocol Scope 2		885	929
	3.6	Total indirect GHG emissions - GHG Protocol Scope 3		73	80
Water	3.8	Total water withdrawal	cubic metres (m ³)	8,051	7,593



Environmental metrics methodology

The scope of this section is for Grosvenor's energy and associated greenhouse gas emissions, water and waste for the period 1 December 2013 to 30 November 2015.

We aim to include data from all investment assets that we directly own or manage, and where we have responsibility for the procurement of utilities and/or waste collection. We have also included the utilities and waste data, where known, from our occupied offices that we lease, although these assets are not included in the like-for-like analysis. The exception is 70 Grosvenor Street, London, which we occupy and jointly own. We have excluded assets in our indirect investment portfolio where we do not have any management control.

We collect data from our property managers and rely on them for its completeness and accuracy. Our data is hosted on JLL's online database and they undertake further checking for data completeness and accuracy. Where we have been unable to collect complete data, we have applied estimations using a robust, replicable estimation methodology and have stated where estimations have been made. For properties where we have concerns around the quality of data, we are continuing to work to improve data robustness and provide training when required to property managers, and excluded from the results where necessary.

Energy and Water

We use energy consumption as our headline performance indicator instead of carbon. Energy use is a better measure of whether our management practices have driven year-on-year change, while our carbon results also includes changes to the percentage of renewable energy supply in national grids, which are out of our control.

Absolute energy and water analysis

The absolute energy analysis records total energy consumption from the activities under our control in the buildings which we directly manage or own, from our corporate offices and from business-related travel.

All directly-managed properties are included in this analysis, irrespective of when they entered or exited the portfolio, except for those where data quality was a concern. Where data was missing we applied a consistent estimation methodology. If insufficient data was available for estimation (meaning less than 90 days of the utility data) we excluded the property from the analysis. For 2015, we are able to report on the absolute energy data of 309 properties, with only 5% of the total energy consumption estimated. Seven gardens are also included within these 309 total assets, labelled as 'properties' for simplicity, and as per our internal systems. Five properties are excluded from the energy analysis because of insufficient data or questionable quality.

We carried out a similar analysis for water. Arrangements for water provision vary across the regions in which we operate. Where tenants are responsible for obtaining water for the whole building we do not count the consumption in our total water footprint. This year, we are able to report on the absolute water data of 146 properties (nine of which are gardens), with only 7% of the total footprint estimated. One property and one garden water meter are excluded from the analysis because of questionable water data.

Like-for-like energy and water analysis

The like-for-like analysis uses a consistent portfolio approach, which includes only those directly-managed properties that were in the portfolio for the period 1 December 2013 to 30 November 2015. It therefore allows us to compare exactly the same group of properties year-on-year, and it shows the total energy and water consumption from the activities under Grosvenor's control within those buildings. Any properties for which we do not have sufficient data for either year (at least 90 days' worth) have been excluded from this analysis. This measure excludes business travel, energy consumption from Grosvenor's own offices (with the exception of 70 Grosvenor Street which we jointly own) and any assets for which the data quality was questionable. This year, 270 properties are included in the energy analysis and 116 properties in the water analysis.

The metric reported on page 12 of the Annual Review - the like-for-like energy saved as the equivalent number of UK homes - assumes typical energy consumption and is calculated using the figures from the UK Department of Energy and Climate Change's report: 'Energy Consumption in the UK', 2015, page 7.

Carbon footprint methodology

Our footprint is calculated according to the principles of the Greenhouse Gas (GHG) Protocol. The GHG Protocol's defined organisational boundary has been determined using the 'operational control' approach and therefore only includes emissions within our direct control. The carbon footprint covers the GHG-Protocol-defined scopes set out on page 3 of this document.

Where we purchase energy as the landlord and recharge it to our tenants on a non-metered basis, we have reported this as part of our own Scope 1 and 2 emissions. Where we are able to sub-meter tenant consumption we have reported this as Scope 3. This is in line with European Public Real Estate Association (EPRA) guidelines and Appendix F of the GHG Protocol. We have also recorded emissions from our business travel as Scope 3.

We use the 2015 DEFRA guidelines and emissions factors in order to calculate our carbon footprint. The footprint is reported against a baseline year of 1 December 2013 to 30 November 2014 in absolute terms and on a like-for-like basis.

Waste

We report two waste footprints: waste measured by mass and waste measured by volume. Measuring waste by mass is a more accurate method of recording waste quantity, and hence is the focus of our analysis, but in many regions of the world where we invest, this level of sophistication is not widespread and therefore we have to rely on volumetric data. For 2015, we are able to report on 48 properties measuring waste by mass and 11 properties measuring waste by volume. Where waste data was not available we have not estimated it, as waste movements vary more significantly than metered utilities.



Environmental metrics adviser's statement

For Grosvenor's 'Annual Non-financial Data Report 2015', JLL has been involved in three main capacities: the collection, checking and collation of energy and associated greenhouse gas emissions, water and waste data; analysing this environmental data to produce absolute, like-for-like and intensity analyses; and preparing the data in line with the EPRA and European Association for Investors in Non-Listed Real Estate Vehicles (INREV) guidelines. JLL has been advising Grosvenor for over 10 years on many aspects of its sustainability strategy and implementation, including a recent strategic review of their progress, and can offer an informed external perspective on the progress made by Grosvenor to improve the quality of its voluntary environmental disclosure. As JLL is Grosvenor's long-term adviser, this statement does not represent independent verification.

During 2015, JLL continued to support Grosvenor with the collection of environmental data from its global portfolio - both the direct investment portfolio and the fund management investment portfolio. We have seen a continued high standard of data coverage and accuracy over 2015. Considerably less data has needed to be estimated in 2015 compared to previous years, with estimated data making up only 5% of energy and 7% of water data reported. This can be attributed to the implementation of a rigorous half-yearly data checking process and the improved ownership of the environmental reporting process by both internal Grosvenor teams and Grosvenor's external property managers.

Grosvenor Britain & Ireland has significantly increased its coverage of water data with 54 properties reporting like-for-like water consumption compared to five last year. For 2016, JLL recommends that Grosvenor improves the scope of reporting for the Great Britain & Ireland portfolio to include all water data.

Grosvenor continued to improve the scale of waste reporting across its global portfolio in 2015. We would recommend that Grosvenor extends the scope of waste reporting to include tenant waste where possible.

In preparing the data analysis for this report, we employ best practice techniques to analyse energy and associated greenhouse gas emissions, water and waste data, and believe that this document is an accurate representation of Grosvenor's impacts, as outlined in the methodology.

We look forward to continuing to support Grosvenor with its global environmental monitoring programme, and applaud them for all the efforts made over the past 12 months.

Christopher Hill

Associate Director, Upstream Sustainability Services
JLL



Socio-economic metrics methodology

This is the first year in which we have reported metrics systematically in order to evidence how we achieve the third strategic objective of the Grosvenor Group: 'To uphold Grosvenor's reputation for quality, integrity and social responsibility'. This objective provides direction for activities that are material to our Group and we therefore intend to continue to invest in making this reporting as robust as possible. See pages 12-13 of our Annual Review 2015 for these headline results.

All data is for the period 1 January 2015 to 31 December 2015, unless otherwise stated.

All data was collected in local currency, and the closing exchange rate at 31 December 2015 has been applied. The data has not been adjusted for inflation.

The data has been collected from a number of sources including: human resources' systems, general ledgers and property management systems, as well as manual collation. All figures have been reviewed by a central team for robustness. The data is not subject to audit.

The metrics have been split into three main groupings as follows: 'Investing in our portfolio', 'Developing our expertise' and 'Working responsibly with local communities'. The following pages give more detail behind each metric within these categories, and the data collection methods used.

For metrics regarding our property portfolio, we have reported data for all assets where we have proprietary interest, operational or management control. This comprises our directly-owned assets via our Operating Companies, including those we share the ownership of with a joint venture partner, and assets Grosvenor Fund Management manage on behalf of investors, including Grosvenor. Our figures do not include properties of the companies we invest in via the Indirect investments.

Investing in our portfolio

Public realm expenditure

"£3.9m spent improving the public realm over and above planning requirements. £22.4m spent since 2010."

This metric includes all spaces between buildings that can be freely accessed by members of the public. It comprises only outdoor areas, including: roads, parks, squares, pedestrian routes and cycle ways. This public space is government owned, apart from Brownhart Gardens, London, which sits above an electricity generator plant in which we have proprietary interests.

These figures do not include expenditure required as part of the planning obligations agreed with the local councils.

Green space

"116 hectares of green space under management in our global portfolio, equivalent to the size of 4,458 tennis courts."

This is the total of all green space related to assets we manage and comprises:

- m² of green roofs.
- m² of the managed gardens and squares. This is based on their entire footprint, and so includes footpaths for example.
- m² of country parks (outside of the London estate). Again, this is based on their entire footprint.
- m² of potted plants, where this is significant in paved open spaces.

Where the amount of green space is not detailed on the plans of an asset or development, an estimate of the percentage of green space has been applied to the overall plot size.

All of these areas are designated as green space and we have no current intentions to build upon them.

Industry awards received

"10 industry awards received this year, including a 'Built for Life' award for our large mixed-use development at Trumpington, Cambridge."

This metric is collated by the marketing and communications team.

Awards to individual employees have not been included.

Energy-efficient retrofits

"91 energy-efficient retrofits completed, bringing the total since our recent investment programme began in 2013 to 207 properties."

These results correspond to a programme of installing new energy-efficient technology and fittings to our existing assets with the aim of improving energy-efficiency and other sustainability aspects, by both Grosvenor Britain & Ireland and Grosvenor Americas.

Data was extracted from a general ledger with review by the local sustainability teams within Grosvenor. For a property to be included in the figures, we must have spent at least £2,500 on energy-efficiency improvements. This figure is by 'property' as defined by our property management systems, not by unit. 'Property' can be a number of buildings or units grouped together, in line with the groupings by the independent external valuers.

Heritage listings

"1,495 buildings with a heritage listing conserved on our 126-acre London estate, including some historical and architectural landmarks."

A heritage listing means a building, monument, site, place, area or landscape identified as meriting consideration in planning decisions, because of its historical or architectural interest. They are legally protected in order to preserve and safeguard them for future enjoyment.



Socio-economic metrics methodology continued

The figure comprises the heritage listed buildings we have in Grosvenor Britain & Ireland. Some of these assets are let on short-term leases (1-2 years) whilst others are let on much longer lease terms.

Data is taken from listed building maps and reviewed by the Estate Surveyor. 'Buildings' refer to individual buildings. This is unlike our reference to 'properties' used elsewhere, which can be made up of a group of buildings.

Energy & water consumption

"4% reduction in our energy consumption, equivalent to saving the typical use by 261 homes. 1% increase in our water consumption compared to 2014."

See pages 8-9 of this document.

EnerPHit PassivHaus energy performance standard

"5 properties in conservation areas achieving 'EnerPHit PassivHaus' standard, including the first market-let properties to reach this energy-efficiency level in London."

Buildings that have been modernised using PassivHaus components, and that exceed the PassiveHaus boundary values (for air tightness), can receive the "EnerPHit - Quality-Approved Modernisation with PassivHaus Components" certificate. See www.passivhaus.org.uk for further details.

Developing our expertise

Internships

"25 students gained experience internationally through our paid internships."

For the purpose of this metric, an intern is defined as someone who has an induction from a member of staff in the human resources team, is allocated their own email address and files so they are able to produce work for us. Students who spend a short period of time at Grosvenor, for work shadowing, without these formal inductions and who are not expected to produce substantial work for us, are not included in these figures.

Hours spent by apprentices and trainees

"19,590 hours spent by apprentices and trainees developing their careers at our properties through our repairs and maintenance pilot scheme with contractors on the London estate."

This data is for a pilot scheme in the repairs and maintenance team on our London estate properties and shows the number of hours logged by contractors.

We follow the UK Government's definition of an apprenticeship: accredited work-based training programmes, designed around the needs of employers, which lead to nationally recognised qualifications. To qualify as an apprenticeship, training providers should meet certain requirements including providing on-the-job training and a minimum of 30 hours per week of work, at the national minimum wage.

We have also included trainees, where the employees are not official apprentices but have undertaken a detailed training programme by an accredited professional training provider or higher education institute.

The service provider records details of hours worked on our sustainability reporting system. The data has not been audited.

In-house training hours

"14,650 hours of in-house training delivered; an average of 26 hours per person."

An in-house training course is defined as commissioned by our 'learning and development' team. It includes courses accessed online as well as delivered in person and it does not include knowledge-sharing lunch-time briefings. The training is organised specifically for Grosvenor staff and most of it takes place at our offices, though a large training event occurred off-site at a Swiss Business School.

The length of each course has been multiplied by the number of attendees, absences and early leavers have not been taken into account.

International secondments and relocations

"5 of our people seconded or relocated internationally to develop talent and share best practice across the Group. We also introduced an International Graduate Scheme in 2015."

This metric includes those who have moved, either temporary or permanently, to work in another Grosvenor office, in another country. We have not included movements of staff between offices or Operating Company within the same country.

The International Graduate Scheme was launched in September 2015. Further secondments will therefore take place in 2016/17.

Professional qualifications supported

"43 of our people supported in gaining a professional qualification"

Grosvenor provides time and financial support for the completion of professional qualifications. The qualifications result in membership of a professional body. We have included individuals working towards their qualifications in the year, not just those who attained the qualification during 2015.

We have not included our support for educational qualifications that do not result in membership of a professional body, nor our continued financial support of membership fees for the professional bodies.

Industry board participation

"70 of our people taking an active role across more than 100 industry boards and committees, to support market-wide progress."

An 'active role' is defined as attending at least one meeting at the organisation a year. Boards include ones which influence the property industry either directly or via place-making in areas we operate in, and supporting functions, such as finance.



Socio-economic metrics methodology continued

Working responsibly with local communities

Charitable donations

“£13.8m charitable contributions in the year by the Grosvenor Estate.”

The Grosvenor Estate represents all the business activities of the Grosvenor Family, headed by the Duke of Westminster. There are three key elements to it: Grosvenor Group Limited, Wheatsheaf Investments Limited and the Family Investment Office which manages The Westminster Foundation.

Each of the Grosvenor Operating Companies contributes a percentage of equity to charity each year. Grosvenor Britain & Ireland, Grosvenor Asia Pacific and Grosvenor Fund Management channel their giving via The Westminster Foundation, which is a grant-making foundation representing the charitable interests of the Duke of Westminster, the Grosvenor family and the Grosvenor Estate, including Grosvenor Group Limited. Grosvenor Americas organises its charitable giving independently from The Westminster Foundation.

The Operating Companies also give directly to charities, including Land Aid and the Cardinal Hume Centre in Westminster in the UK, as well as many more internationally.

The Operating Companies give to charities through two further routes. Firstly GFM's Liverpool fund has a Liverpool ONE Foundation which donates to small, grassroots organisations across Merseyside, UK, supporting children and young people, education and employability. Secondly, Grosvenor Britain & Ireland set up the 'Living Communities Fund' in 2014 to distribute grants to local community groups and small charities in and around our London estate. The amount included for the Liverpool One Foundation is proportional to Grosvenor Group Limited's equity share of 20% in the Liverpool ONE fund.

The figure also includes a donation in-kind for the use of event space by charities for free. Each year the cost of holding an event in Mayfair is researched and applied to the number of events held by charities at our London office, on 70 Grosvenor street.

The amount contributed by Grosvenor Group includes £0.3m deferred from 2014.

Volunteer days

“360 volunteer days logged by our 567 people across the Group and a new two-day volunteering allowance introduced in the UK.”

We have included days spent by Grosvenor staff working at the Grosvenor-supported community events.

Our volunteering policy is applicable to all UK-based employees in Grosvenor Britain & Ireland and Group Holding Company on completion of their probationary period.

The policy is designed to encourage Grosvenor employees to volunteer their time with their local communities: through charities, social enterprises and community groups. Staff are entitled to up to two days or 16 working hours per annum to use for volunteering, either as full days or as hours spread over an agreed period. This entitlement is pro-rated for part-time staff.

Community events

“144 community events supported, including 77 that we organised.”

Grosvenor-supported events include those we have facilitated, allowed usage of Grosvenor owned land/buildings for and/or provided a financial contribution towards.

We have classified the event as organised by us if we initiated the event, provided a substantial amount of the funding or co-ordinated the marketing for the event. Corporate events which we have merely sponsored have not been included.

Units let below the market-rate

“1,407 housing units let below the market rate on our London estate, with 111 'fair rent' units and 1,296 let via housing associations.”

This total figure is broken down between directly let units which are covered by the Fair Rent legislation, and units of the London estate portfolio let to housing associations and the Westminster Council who in turn let the properties to social housing tenants of their choice.

'Fair rent' units are registered with the Valuation Office Agency who set a rent considered to be a reasonable rent, taking into account the age, character and location of the property. Once it is registered, this is the maximum amount that the landlord can charge until the rent is reviewed or cancelled. A fair rent is generally much lower than the rent that could be charged as a market rent for a similar tenancy. Those paying a fair rent will have signed a secure tenancy agreement, and have many rights in line with local authority tenants, in accordance with the legislation set out in the UK Rent Act 1977, the Housing Acts, 1985 and 1989.

Socio-economic metrics
methodology continued**Affordable housing units**

“40% of new homes in Grosvenor Britain & Ireland’s current development projects are affordable. Three out of four are built on our sites.”

We are using this term for units classified as ‘affordable’ by the local councils and in relation to their local markets. This will be a mixture of levels of affordable housing from ‘social rent’ for those in most need, to those part of the ‘rent-to-buy’ and ‘share-to-buy’ schemes in the UK and other North American schemes that have income specifications.

We do not have the breakdown of these levels, however we are able to state additional information on the number of affordable housing units we added to housing stocks in the following way:

Delivery method:	2011-2015	Pipeline
1. We built	54	124
2. We financed via contributions in the planning application process	79	4
3. Delivered via our ‘Strategic Land’ projects	79	338
4. Enabled through joint venture partnerships	227	545
TOTAL	439	1010

Key:

- units ‘we built’ means by our contractors, such as McAlpine.
- units we provide the ‘financial contributions’ for via planning legislation/ negotiations during the formal planning application processes with councils. The money is provided to a housing association or the council to build on another site within the Borough.
- units built ‘via Strategic Land projects,’ meaning they are delivered within Grosvenor Britain & Ireland’s schemes, such as Trumpington, Cambridge. We gain the planning permission and sell-off the plots of land to house-builders, like Barratt Homes, who build them within our set specifications.
- units attributable to our joint venture partners’ ownership share of the developments. Through our partnership we helped to enable the developments to take place. All other figures in the first three delivery methods are proportional to only Grosvenor’s share.

The pipeline figures have a timescale of up to 10 years and include all units that are confirmed by at least approved outline planning permission. These figures are subject to change, predominantly if the number/size of market-rate units changes in subsequent rounds of more detailed planning applications, the number of affordable housing units would change proportionally.

Space provided to charities

“3,350m² of retail and office space provided to more than 30 charities in the UK at 50% or less than the market rent.”

Space for charities is provided by Grosvenor, typically on a three-year lease, and The Westminster Foundation makes a contribution of 50% of the rent. This accounts for 1,951m² of the total retail and office space.

At Liverpool ONE, the Community Foundation occupy a further 1,400m² for no rent.

Tax

“£76.3m of tax paid”

The tax paid figure breaks down as follows:

Taxes borne by type:

Corporate income tax paid in the year	£35.0m	46%
Property transaction taxes paid in the year	£12.7m	17%
Withholding taxes	£2.7m	3%
Annual property taxes	£10.5m	14%
Employer taxes and social security costs	£7.8m	10%
Irrecoverable VAT (UK only)	£7.6m	10%
TOTAL	£76.3m	100%

Taxes borne by location:

UK	£37.0m	48%
North America	£24.4m	32%
Australia/Asia Pacific	£6.0m	8%
Continental Europe	£7.6m	10%
South America	£1.3m	2%
TOTAL	£76.3m	100%



Glossary

Absolute carbon emissions

Total tonnes of carbon emissions attributable to Grosvenor's directly-owned and managed properties for a 12-month period.

Carbon footprint

A measure of the amount of carbon dioxide, and equivalent greenhouse gases, emitted by Grosvenor's activities during a 12-month period.

Directly-managed

Properties under Grosvenor's operational control, where Grosvenor is responsible for procuring the utilities and/or waste collection. Our properties are either internally or externally managed. This does not include minority interests in joint ventures, indirect investments or properties with full repairing and insuring leases (where the tenant is responsible for utility procurement and waste collection). This is in line with the GHG Protocol.

EPRA

European Public Real Estate Association Industry body that has published best practice sustainability reporting guidelines.

Fair rent

Rent determined by a government rent officer or rent assessment committee according to the rules in the UK Rent Act 1977, and the Housing Acts, 1985 and 1989. All fair rents are recorded in the local rent register.

Greenhouse Gas (GHG) Protocol

International best practice accounting tool for greenhouse gas emissions.

Global Reporting Initiative (GRI)

This is a non-profit international organisation, associated with the United Nations, that promotes economic, environmental, social and governance reporting through providing a comprehensive framework.

Grosvenor Group

Grosvenor Group Limited and our wholly-owned subsidiaries.

Like-for-like

A portfolio of assets that has been in our management control for two or three years.

London estate

Grosvenor's portfolio of office, retail and residential properties in the Mayfair and Belgravia areas of London's West End.

Operating Companies

Grosvenor's three regional investment and development businesses and Grosvenor Fund Management.

EnerPHit PassivHaus

An energy performance standard awarded to buildings that successfully use the PassivHaus components, and exceed the PassiveHaus boundary values (for air tightness). The full certificate title is: "EnerPHit - Quality-Approved Modernisation with PassivHaus Components". See www.passivhaus.org.uk for further details.

Renewable energy

Energy that comes from resources which are continually replenished such as sunlight, wind, rain, tides, waves and geothermal heat.

tCO₂e

Tonnes of carbon dioxide emissions. This is the best practice metric for measuring a carbon footprint and aligns with the Greenhouse Gas Protocol.

Waste footprint

The volume or mass of waste produced by Grosvenor's activities during 2015.