

# ESG at Hollis - Environmental strategy

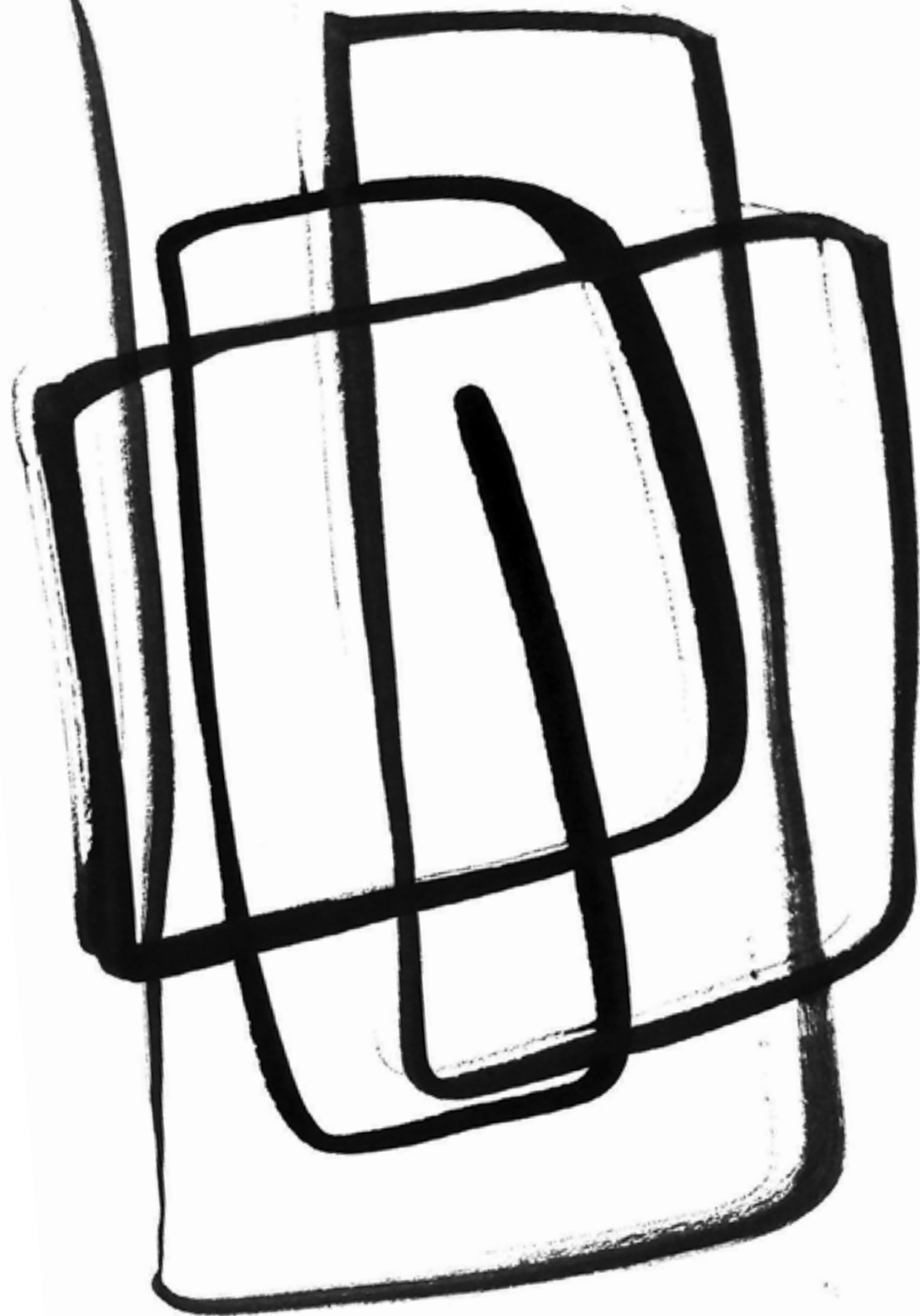
FY 2023-2024



All together  
different

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# Introduction

Our vision is to positively impact our communities, the built environment and the world. We aim to make a real, positive difference for the environment, communities, our people and everyone we work with.

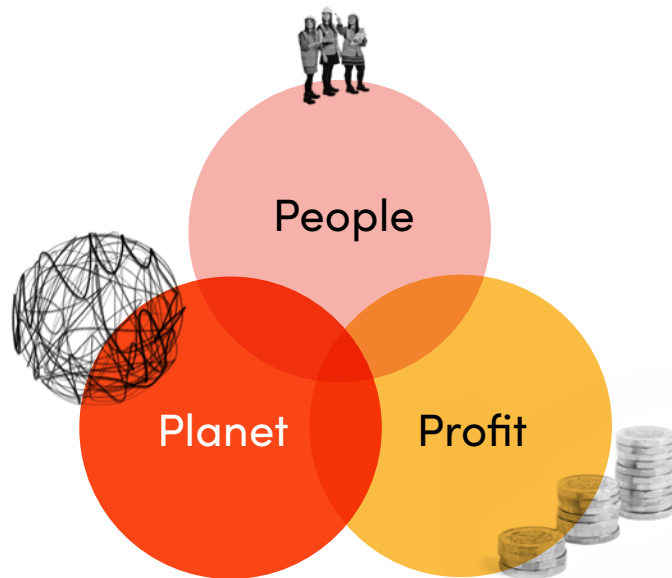
We are taking significant steps to achieve our vision through implementing our ESG strategy and ensuring that we are held accountable to deliver it.

The way we think about ESG has changed and is starting to become business as usual. Our aim is to ensure every decision made by everyone at Hollis is environmentally and socially considered as well as making logical business sense.

So, we will look at all options available to us where we can reduce the impact our business activities have on the environment – and adopt all those which prove to be good business decisions.

We cannot ensure every decision is environmentally and socially considered, but we can commit to adopting new ways of working to make sure we operate in a more environmentally friendly way; a way which meets our net zero goal with as little offset as possible.

By balancing people, planet and profit we can ensure that everyone affected by our business will benefit in some way. We must continue to be a profitable and financially stable business so that we can invest in our ESG strategy and ensure commitments are delivered.



## Our ESG vision is...

To become the leading international, independent real estate consultancy with a strong reputation for delivering social, economic and environmental benefits to all our stakeholders and the communities where we deliver our work.

# The Sustainable Development Goals

Our ESG efforts are aligned with the United Nations Sustainable Development Goals (SDGs). These goals are designed to be a “blueprint to achieve a better and more sustainable future for all.” We aim to support the UNSDGs through this ESG strategy.



# Our ESG Strategy

We are committed to being a responsible business and our environmental, social and governance (ESG) strategy aims to achieve this. Our strategy clearly articulates the areas of focus within these three pillars – Environment, Social and Governance.

Over the next year we will be working to define KPIs to measure the goals and performance of our business. This will include setting more robust measures to monitor our ESG performance. We are only at the start of our ESG journey and this strategy sets out where we are on our journey and the incremental improvements we're making to move forwards.



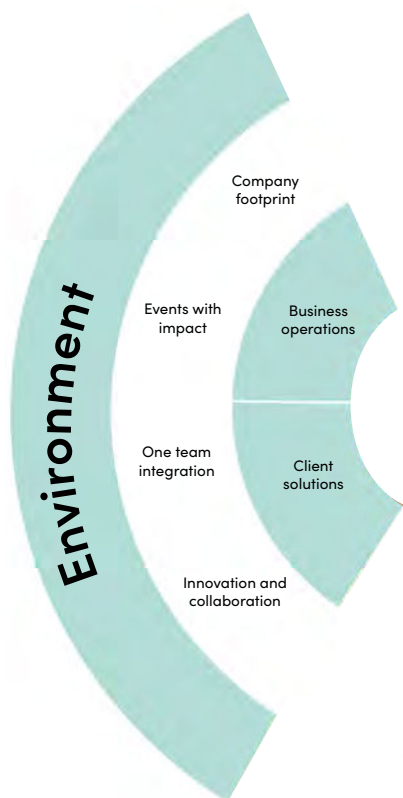
# ENVIRONMENT



# Environment

To reduce the threat of climate change and mitigate the associated effects, we must reduce waste, resource consumption and carbon emissions.

As a consultancy, the biggest impact that we can have is helping our clients meet their ESG aspirations.



What we have done in 2021/22	Progression of these actions
<b>Business operations</b>	
<p><b>Company footprint</b></p> <ul style="list-style-type: none"> <li>· Launched UK salary sacrifice EV leasing scheme</li> <li>· Launched commitment to electric hire car usage</li> <li>· Provided internal ESG CPD for all employees</li> <li>· Held in-house presentations from BRE, UKGBC, Wiredscore</li> <li>· Planted over 6,200 trees through Eden Reforestation Projects to mark our transition to employee-ownership and 30th anniversary</li> <li>· Introduced waste minimisation and recycling initiatives</li> <li>· Changed energy contracts to green energy where possible</li> <li>· Reduced disposal impact by donating, reusing or recycling items we no longer have use for - e.g furniture</li> <li>· Piloted the use of digital business cards</li> </ul>	<ul style="list-style-type: none"> <li>· Further develop real estate strategy to prioritize energy efficient buildings with sustainable building certifications</li> <li>· Set baseline for scope 1, 2, &amp; 3 emissions</li> <li>· Commit to reduce our footprint in line with science based targets including:                             <ul style="list-style-type: none"> <li>· Measure and reduce CO2 emissions from travel</li> <li>· Aim for 10% of the hire vehicles we use to be electric</li> </ul> </li> <li>· Reduce all consumption across our offices</li> <li>· Work with landlords to encourage green energy usage</li> <li>· Continue to control and reduce waste and recycle materials</li> <li>· Minimise the consumption of resources and source products and services from environmentally responsible sources</li> <li>· Transition to use of digital business cards company-wide</li> </ul>
<p><b>Events with impact</b></p> <ul style="list-style-type: none"> <li>· Removed the use of single-use plastic bottles and introduced environmentally friendly water sources such as refillable bottles</li> <li>· All event communications provided electronically</li> <li>· Sourced venues that hold recognised environmental accreditations such as Green Key or Green Tourism</li> <li>· Encourage use of public transport to all events</li> <li>· Sourced environmentally friendly and recyclable promotional merchandise</li> </ul>	<ul style="list-style-type: none"> <li>· Put in place specific measures to reduce carbon footprint in relation to event activity going forwards</li> </ul>
<b>Client solutions</b>	
<p><b>One team integration</b></p> <ul style="list-style-type: none"> <li>· Grew ESG team from 2 to 20 people (900%) to meet client needs</li> <li>· Collaborated with industry experts through panel discussions and articles</li> <li>· Trialled Globechain on client projects to reduce waste</li> <li>· BREEAM training:                             <ul style="list-style-type: none"> <li>· Provided BREEAM Associate training to 100 fee earning and operation employees</li> <li>· Provided BREEAM AP training to 20 employees from a variety of services</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>· Continue to grow team to meet client needs</li> <li>· Develop new products to meet changing market demand</li> <li>· Embrace changes to the market that reduce environmental impact</li> <li>· Designate ESG champions in every service</li> </ul>
<p><b>Innovation and collaboration</b></p> <ul style="list-style-type: none"> <li>· Used data gathering technology and visualisation techniques to reduce the number of people and travel required to visit site</li> <li>· Moved towards electronic templates, processes and documentation with clients</li> </ul>	<ul style="list-style-type: none"> <li>· Further reduce number of people and distances required to travel to site through visualisation technologies</li> <li>· Where possible resource work with local teams to reduce travel distances to site</li> </ul>

# Environment – Business operations

## Company footprint

The ESG steering committee is looking into ways to reduce consumption in all areas of the business from our offices, to our travel to our events. We will measure current consumption levels and develop targets for reducing energy, water and material consumption.

We are in the process of measuring our baseline emissions across all employees and offices. This will allow us to set reduction targets and pathways forwards.

We expect our suppliers to operate with an environmental policy in place and if not, we will encourage them to implement policy and work with us to meet our sustainability goals and improve their own.

We continue to work towards a “paperless office” with follow me printing and documentation kept and sent electronically. This year we plan to move to digital business cards using QR codes instead of printing paper cards.

## **UK salary sacrifice EV scheme**

Vehicle usage is the largest contributor to our travel carbon footprint, so changing the way we travel is of the utmost importance in order to reduce our carbon emissions. Last year we launched a salary sacrifice scheme for leasing e-vehicles to make it easier for our employees to lease electric vehicles.

We commit to decrease the use of petrol/diesel/hybrid hire vehicles. In 2022/23 we aim for 10% of the hire vehicles we use to be electric. This amount will then increase by 10% each year until we reach 100% usage in 2030.

## Events with impact

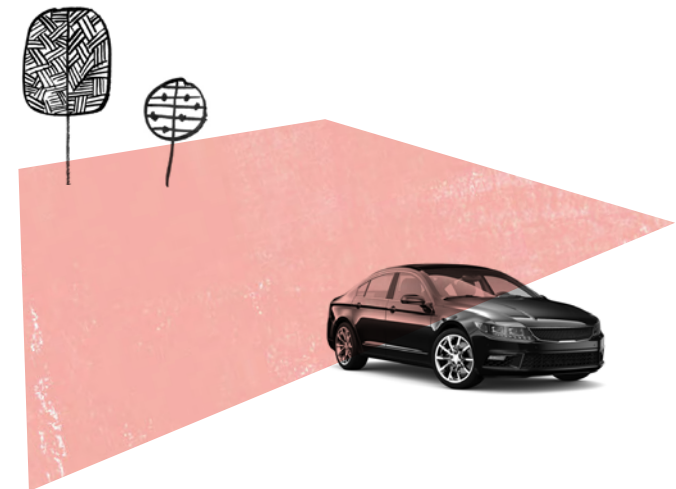
As a business we recognise that our event and networking activities have a direct impact on the world around us. We are committed to doing our bit at every opportunity including reducing waste consumption through signposting recycling points at venues, catering for the right numbers (reducing food waste) and offering plant-based options at all of our events. We no longer provide single-use plastic bottles and instead have introduced environmentally friendly water sources such as water jugs or access to taps and refillable bottles.

All event communications are provided electronically, reducing the need to print materials, and we actively look to work with venues that hold recognised environmental accreditations such as Green Key or Green Tourism.

When sourcing and booking locations for our events we consider transport links and encourage the use of public transport, reducing the need for individuals to drive themselves to or from events. We also work closely with the wider Business Development team ensuring ESG is considered in any decision making for promotional items and giveaways.

In addition to the above, we as a company look to create a positive impact on the surrounding environment of an event – working with local suppliers helping to boost local economies, and also reducing the distance items are required to travel.

The Hollis Events Team are committed to increasing the ways in which we can continue to contribute to the overall ESG strategy and will also now look to start measuring (and reducing) our carbon footprint in relation to event activity going forwards.





# Environment - Client solutions

## One team integration

Hollis is one team. This is true of the way our ESG Consulting team collaborates with colleagues as well. Every team at Hollis is committed to exploring how their service can reduce environmental impact and increase social impact in all that we do. Dedicated ESG champions lead the way in in the project management and technical due diligence teams to name a few. This ensures that everyone at Hollis is considering the best way forward.

## Thought leadership

We collaborate with clients and industry to knowledge share and provide advice, opinions and commentary to the media through writing insight articles and speaking at industry events. We'll continue to do this to ensure we are engaging in the debate, sharing knowledge and learning from industry best practice.

## Learning and development

We are committed to the learning and development of our people. To integrate ESG throughout the business, this year we have provided BREEAM Associate training to 100 employees across all departments and have provided BREEAM AP training to 20 employees across a range of services.

## Innovation and collaboration

The nature of our work requires us to spend a lot of time travelling to and from sites. This travel produces emissions. Through innovation we are committed to reducing the level of these emissions.

We will do this by:

- Resourcing work with the use of local teams, reducing the amount of travel
- Sending fewer people to site by using multi-service-skilled data gathering
- Improving the use of visualisation technologies so that fewer visits to site are required



# The ESG steering committee

Our ESG steering committee includes representation from different areas of the business, different geographical locations and at different levels, up to and including Director representation. The committee is accountable for ensuring that the policy is fully rolled out across all areas of the business. The committee meets quarterly.



It's great to be a part of the ESG steering committee with representatives from all aspects of the business sharing knowledge and ideas around the collective goal of helping Hollis have a tangible, positive impact on the planet and everyone on it.

Sally Gilbert, Senior Facilities Manager



## Services

Building surveying

Cost management

Drone surveys and data capture

Environmental consultancy

ESG consultancy

Fire engineering

HollisExos

Measured surveys and area referencing

Mechanical and Electrical



## Management Board



## Operation teams

Audit and compliance

Business development

Business support

Digital transformation

Facilities

Finance

Human resources



**HOLLIS**

**Get in touch**

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**All together  
different**