

January 2016

This policy reflects the importance CBRE attaches to environmental management and sustainability. It is supplementary to and consistent with, the CBRE Global Health Safety and Environmental Policy signed by our Global President and CEO, Bob Sulentic (October 2015) and CBRE's Group Environmental Policy dated, July 2012. This policy will be reviewed on an annual basis.

CBRE across EMEA, acting through our various country operations and business units, is fully committed to achieving world class standards of environmental management and performance. We are also committed to upholding industry standards, promoting good practice and ensuring our efforts fully comply with local, national and international environmental legal and regulatory requirements.

The nature of our diverse business in EMEA means that our environmental and sustainability focus extends beyond our own occupied offices, and encompasses our clients' property, our supply chain, occupiers and contractors. It is important we work collaboratively, and act in a responsible manner and ensure environmental and sustainability management is an integral part of the culture of our collective business activities.

We have identified our environmental impacts and will implement environmental management systems aligned to the principals set out in the internationally recognised standard ISO14001.

As part of our approach to responsible business, we are also committed to aligning our efforts with the United Nations Goals for Sustainable Development (SDG's). The SDGs have been considered in the development of the CBRE Sustainable Offices standards, providing a framework for our own operations.

In addition, we will aim to continuously improve our performance and set targets and objectives which:

- Minimise the impacts of our business activities on the environment
- Measure, manage and improve our carbon footprint, including energy, water, waste and transport;
- Give preference to certified green buildings when selecting our office locations
- Pursue certification under a recognised green building standard for our office fit outs e.g. BREEAM, LEED, SKA
- Adopt the CBRE Sustainable Offices standards and undertake internal certification of our activities under the CBRE Toward a Green Tomorrow programme
- Implement procurement standards that incorporate sustainable best practices for services, equipment and consumables
- Implement effective pollution prevention and waste management programs to reduce, reuse, and recycle materials wherever possible;
- Comply with local requirements for the disposal of controlled, hazardous or special waste produced by the company or within the properties for which we have management responsibility;
- Respond to all incidents immediately to minimise any environmental impacts;
- Inform employees, contractors and consultants of our environmental and sustainability management policies and encourage them to operate to similar standards;
- Provide all employees with environmental and sustainability training appropriate to their job function

Roles and responsibilities, together with operational policies and procedures that underpin our commitment to the environment and sustainability, will be developed to reflect the composition, functions and geographical spread of our business. Responsibilities for ensuring ownership and implementation of this policy statement will be delegated through each country management chain and their respective team management structures.

Signed



Martin Samworth CEO EMEA | CBRE Ltd