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# Sustainability Data 2019

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Reporting of Safestore's sustainability indicators based on the EPRA guidelines and supporting information, methods and assumptions behind the sustainability information presented in the Safestore 2019 Annual Report.

## **EPRA Performance Measures**

Safestore reports the company's sustainability indicators based on the EPRA (European Public Real Estate Association) latest recommendations (*EPRA Sustainability Best Practices Recommendations Guidelines, Third Version September 2017*). Safestore reports sustainability indicators for the majority of the 28 EPRA sBPR Performance Measures covering energy consumption, greenhouse gas (GHG) emissions, water, waste and social and governance indicators.

## **EPRA Overarching Recommendations**

### **Organisational boundaries**

Safestore limits its reporting to properties under its operational control. Properties where other parties are responsible for contracts relating to energy supply, water and waste removal are therefore excluded.

### **Coverage**

Safestore endeavours to access and compile data for the properties it owns and operates. Safestore enjoys good access to data for the majority of the store portfolio; the proportion of properties included is presented with each indicator. There are, however, instances where Safestore does not enjoy access (or timely access) to relevant data, typically when properties are newly built, acquired or disposed from the portfolio. Waste disposal data is a particular challenge because suppliers do not usually provide data at a sufficiently granular level which would allow reporting on a LFL basis.

## **Estimation of landlord-obtained utility consumptions**

It is sometimes necessary to estimate consumption data for stores where data is unavailable. The basis for this estimation is to apply the average consumption intensity from the rest of the portfolio for which data is available.

## **Normalisation**

Intensity indicators based on floor area (square foot) are provided for energy, GHG and water in the respective sections of the data.

## **Segmental analysis**

All data is for one property type (self storage facilities) so segmental analysis by type is not appropriate. Where possible, data is provided separately for the UK and France portfolios.

## **Third party assurance**

Safestore's Sustainability Report (within the Strategic Report) is reviewed by Deloitte LLP as part of the Annual Report. See independent auditor's report, Annual Report 2019 p95 for a public assurance statement.

## **Disclosure on own offices**

Data for Safestore Head Office is reported within the data for the Borehamwood location which is co-located with the Head Office.

## **Narrative on performance**

Please refer to the 2019 Sustainability Report, p28-47 of the Safestore 2019 Annual Report.

# EPRA: Index

## References for each applicable EPRA indicator

AR =Annual Report 2019, SD =Sustainability Data 2019

EPRA Code	Indicator	GRI Standard Indicator	Reference
<b>Environmental Sustainability Performance Measures</b>			
Elec-Abs	Total electricity consumption	302-1	SD p.4, AR p.45
Elec-Lfl	Like-for-like electricity consumption	302-1	SD p.4, AR p.42
DH&C-Abs		302-1	Not applicable, not reported
DH&C_Lfl		302-1	Not applicable, not reported
Fuel-Abs	Total fuel consumption	302-1	SD p.4, AR p.45
Fuel-Lfl	Like-for-like fuel consumption	302-1	SD p.4, AR p.42
Energy-Int	Building energy intensity	CRE1	SD p.4
GHG-Dir-Abs	Total direct greenhouse gas (GHG) emissions	305-1	SD p.4, Arp.45-p.47
GHG-Indir-Abs	Total indirect greenhouse gas (GHG) emissions	305-2	SD p.4, Arp.45-p.47
GHG-Int	Greenhouse gas (GHG) emissions intensity	CRE3	SD p.4, AR p.47
Water-Abs		303-1	SD p.5, AR p.45
Water-Lfl		303-1	SD p.5, AR p.43
Water-Int	Building water intensity	CRE2	SD p.5
Waste-Abs	Total weight of waste by disposal route	306-2	SD p.5, AR p.43, AR p45
Waste-Lfl	Like-for-like total weight of waste by disposal route	306-2	Not available
Cert-Tot	Type and number of sustainably certified assets	CRE8	SD p.6
<b>Social Performance Measures</b>			
Diversity-Emp	Employee gender diversity	405-1	SD p.7, AR p.35
Diversity-Pay	Diversity pay	405-2	SD p.7, Gender Pay Report 2019
Emp-Training	Training & Development	404-1	SD p.7, AR p.43
Emp-Dev	Employee performance appraisals	403-1	SD p.7
H&S-Emp	Employee health & safety	403-2	SD p.7, AR p.32
H&S-Asset	Asset health & safety assessments	416-1	SD p.7
H&S-Comp	Asset health & safety compliance	416-2	SD p.7
Comty-Eng	Community engagement, impact assessment and development programmes	413-1	AR p.36-p.38
<b>Governance Performance Measures</b>			
Gov-Board	Composition of the highest governance body	102-22	SD p.8, AR p.48-p.52
Gov-Select	Nominating and selecting the highest governance body	102-24	SD p.9, AR p.50, 52, 54, 55, 85 & 86
Gov-Col	Process for managing conflicts of interest	102-25	SD p.10, AR p.48-52 and p.86

# Environmental Performance (1/3)

ENERGY & GREENHOUSE GAS EMISSIONS				ABSOLUTE MEASURES (Abs)									LIKE-FOR-LIKE (LFL)					
				Safestore Group			UK			France			Safestore Group					
EPRA Code	Units of Measure	Indicator		2017/18	2018/19	% change	2017/18	2018/19	% change	2017/18	2018/19	% change	2017/18	2018/19	% change			
Elec-Abs Elec-LfL	MWh	Electricity	Total/ Lfl landlord-obtained electricity	17,416	15,373	(11.7)	14,686	13,228	(9.9)	2,404	1,821	(24.3)	17,090	15,049	(11.9)			
<i>No. of applicable properties</i>			<i>Electricity disclosure coverage</i>	145 of 147	145 of 148		116 of 116	116 of 116		26 of 26	26 of 26		142 of 142	142 of 142				
<i>Proportion of electricity consumption estimated</i>				2%	1%		2%	1%		0%	3%		1%	1%				
DH&C-Abs DH&C-LfL	MWh	District Heating & Cooling	Total/ Lfl landlord-obtained heating & cooling	Not applicable (DH&C not used in any Group properties)														
Fuels-Abs Fuels-Lfl	MWh	Fuels	Total/ Lfl landlord-obtained fuels	4,358	4,136	(5.1)	4,128	3,912	(5.2)	63	69	10.0	4,191	3,981	(5.0)			
<i>No. of applicable properties</i>			<i>Fuels disclosure coverage</i>	53 of 53	55 of 56		49 of 49	49 of 49		1 of 1	1 of 1		50 of 50	50 of 50				
<i>Proportion of fuels consumption estimated</i>				9%	7%		9%	7%		0%	0%		9%	7%				
	MWh	Energy	Total energy use	21,774	19,509	(10.4)	18,813	17,140	(8.9)	2,467	1,890	(23.4)	21,281	19,030	(10.6)			
Energy-Int	KWh/ Sq. Ft	Energy Intensity	Building energy intensity	2.33	2.09	(10.1)	2.58	2.35	(8.9)	1.36	1.04	(23.4)	2.34	2.09	(10.6)			
GHG-Dir-Abs GHG-Indir-Abs	Tonnes CO2	Greenhouse gas (GHG) emissions	Total direct/indirect greenhouse gas (GHG) emissions	977	869	(11.1)	4,859	3,929	(19.1)									
			Total GHG emissions	5,836	4,798	(17.8)												
GHG-Int	Tonnes CO2/ Sq. Ft	GHG emissions Intensity	GHG intensity	0.6	0.5	(16.7)												

# Environmental Performance (2/3)

WATER				(Abs)			LIKE-FOR-LIKE (LFL)								
EPRA Code	Units of Measure	Indicator		Safestore Group			UK			France			Safestore Group		
				2017/18	2018/19	% change	2017/18	2018/19	% change	2017/18	2018/19	% change	2017/18	2018/19	% change
Water-Abs			<b>Total/Lfl water consumption</b>	<b>61,655</b>	<b>55,113</b>	<b>(10.6)</b>	54,256	50,145	(7.6)	6,583	4,451	(32.4)	<b>60,839</b>	<b>54,596</b>	<b>(10.3)</b>
Water-Lfl	Cubic Metres	Water													
<i>No. of applicable properties</i>			<i>Water disclosure coverage</i>	<i>145 of 147</i>	<i>145 of 148</i>		<i>116 of 116</i>	<i>116 of 116</i>		<i>26 of 26</i>	<i>26 of 26</i>		<i>142 of 142</i>	<i>142 of 142</i>	
<i>Proportion of water consumption estimated</i>				<i>20%</i>	<i>19%</i>		<i>20%</i>	<i>19%</i>		<i>22%</i>	<i>34%</i>		<i>20%</i>	<i>21%</i>	
Water-Int	M3/ Sq. Ft	Water Intensity	<b>Building water intensity</b>	<b>0.007</b>	<b>0.006</b>	<b>(10.3)</b>	0.007	0.007	(7.6)	0.004	0.002	(32.4)	<b>0.007</b>	<b>0.006</b>	<b>(10.3)</b>

WASTE				(Abs)			LIKE-FOR-LIKE (LFL)								
EPRA Code	Units of Measure	Indicator		Safestore Group			UK			France			Safestore Group		
				2017/18	2018/19	% change	2017/18	2018/19	% change	2017/18	2018/19	% change	2017/18	2018/19	% change
Waste-Abs (Recycling)				<b>1,211</b>	<b>586</b>	<b>(51.7)</b>									
Waste-Abs (Energy from Waste)	Tonnes	Waste	<b>Total weight of waste by disposal route</b>	<b>730</b>	<b>1,321</b>	<b>80.9</b>									
Waste-Abs (Landfill)				<b>57</b>	<b>44</b>	<b>(22.9)</b>									

# Environmental Performance (3/3)

EPRA Code	Units of Measure	Indicator	2019	
Cert-Tot	No. of properties certified	<b>Type and number of sustainably certified assets</b>	No. of properties certified	<b>29</b>
	% of building area		% of 2019 floor area (UK)	<b>23%</b>
<b>% of certified area by EPC rating:</b>				
A+			4%	
A			17%	
B			14%	
C			32%	
D			32%	
E			0.1%	
<b>% of certified area by BREEAM rating:</b>				
Very Good			5%	

# Social Performance

				Safestore Group (31 October 2019)	
EPRA Code	Units of Measure	Indicator		% Male	% Female
Diversity-Emp	% of employees	Employee gender diversity	Board Directors	71%	29%
			Senior Managers (excl. Directors)	88%	13%
			All colleagues	71%	29%
				Safestore UK	
EPRA Code	Units of Measure	Indicator		2018	2019
Diversity-Pay	Ratio of male:female pay	Diversity pay	All relevant colleagues per UK Gender Pay Report	1.18:1	1.14:1
Emp-Training	Average hours per employee	Training & Development			46
Emp-Dev	% of employees receiving at least one review	Employee performance appraisals		100%	100%
				Safestore UK	
EPRA Code	Units of Measure	Indicator		2018	2019
H&S-Emp	Number of reportable injuries (RIDDOR)	Employee health & safety		1	0
	Annual Injury Incident Rate per 100K colleagues			202	0
H&S-Asset	Number of Fire & H&S risk assessments carried out (# of properties assessed)	Asset health & safety assessments		51	52
H&S-Comp	Number of non-compliance incidents	Asset health & safety compliance		0	0

# Governance (1/3)

6.1 Gov-Board - Composition of the Highest Governance Body			
<b>EPRA Recommendation:</b>	<p><b>CORE:</b> Companies must report the composition of the highest governance body by:</p> <ol style="list-style-type: none"> <li>1. Number of executive board members;</li> <li>2. Number of independent/non-executive board members;</li> <li>3. Average tenure on the governance body;</li> <li>4. Number of independent/non-executive board members with competencies relating to environmental and social topics.</li> </ol>		
<b>Safestore's Position:</b>	<p>The Board of Directors of Safestore Holdings plc, is its highest Governance Body which is responsible for:</p> <ol style="list-style-type: none"> <li>(i) strategic guidance for the Safestore group;</li> <li>(ii) the effective monitoring of management; and</li> <li>(iii) the accountability of management to the broader organisation and its stakeholders.</li> </ol> <p>In addition the Board of Directors of Safestore Holdings plc is responsible for approving the group's gender pay gap reporting.</p>		
	<b>As at 31 October 2019</b>	<b>Public Disclosure: 2019 Annual Report</b>	<b>Public Disclosure: Corporate website</b>
<b>Highest Governance Body</b> Board of Directors of Safestore Holdings plc, as noted above.	The Board has a formal schedule of matters specifically reserved for its decision.	<i>Corporate Governance Report:</i> Leadership – The role of the Board page 50 . Effectiveness – Activities of the Board page 50, including a summary of the key activities of the Board page 51.	
<b>Composition of the Board:</b> The Board considers Director independence in accordance with the UK Corporate Governance Code 2018 (Code Provision 10).	The Board comprised two executive directors, a Chair and four non-executive directors, determined by the Board to be independent.	<i>Corporate Governance Report:</i> Leadership – The Board and its independence page 50.	Pages: Governance Overview and Board of Directors  The Company's website provides the current composition of the Board and updates the position disclosed in the 2019 Annual Report. The Board now has two executive directors, a Chair and five independent non-executive directors.
Average tenure of the Board of Directors.	Seven Directors serving approx. 40 years. Average tenure approx. 5 years.	<i>Corporate Governance Report:</i> Board of Directors - Pages 48 & 49 – Provides dates when each director commenced their role.  Effectiveness – Appointment terms and election of directors page 52.	Pages: Board of Directors  Provides current composition of the Board of Directors. Recent changes to the Board will mean that the average tenure has been reduced since the end of the 2019 Financial Year.
Number of independent/non-executive board members with competencies relating to environmental and social topics			Pages: Board of Directors Jo Kenrick (an independent non-executive director). Her biography references her experience relating to environmental and social topics.



# Governance (2/3)

<b>6.2 Gov-Select - Nominating and selecting the highest governance body</b>			
<b>EPRA Recommendation:</b>	<b>CORE:</b> Companies must describe the nomination and selection process for the highest governance body and its members, and the criteria used to guide the nomination and selection process.		
<b>Safestore's Position:</b>	The Board has delegated authority to its Nomination Committee to assess the composition of the Board and to make recommendations to the Board as the Committee considers necessary. The Committee operates in accordance with its Terms of Reference that are reviewed annually and approved by the Board. The Terms of Reference describe the nomination and selection process for the Board and its Committees and the criteria used to guide the process.		
<b>EPRA Recommendation:</b>	<b>As at 31 October 2019</b>	<b>Public Disclosure: 2019 Annual Report</b>	<b>Public Disclosure: Corporate website</b>
<b>Report the nomination and selection processes for the Board and its Committees</b>	<p>The Nomination Committee Report in the Company's 2019 Annual Report provides a summary of the Committee's activities during the year – Board and Committee composition.</p> <p>In addition further disclosure in relation to appointment and removal of directors, vacation of office and annual re-election is provided in the Directors' Report.</p>	<p><i>Nomination Committee Report:</i> Pages 54 and 55.</p> <p><i>Corporate Governance Report:</i> Effectiveness – Board Appointments page 52</p> <p><i>Directors' Report:</i> Pages 85 and 86</p>	<p>Pages: Governance Documents - Terms of Reference of the Nomination Committee are available on the Company's website.</p>
<b>Director Independence</b>	<p>Prior to appointment and annually the Board considers and determines director independence in accordance with the UK Corporate Governance Code 2018 Code (Provision 10).</p> <p>NB All non-executive directors were determined by the Board to be independent.</p>	<p><i>Corporate Governance Report:</i> Leadership – The Board and its independence page 50</p>	
<b>Diversity</b>	<p>The Company has an Equality, Diversity and Inclusion Policy, which includes a Board diversity policy and covers appointments.</p> <p>The Nomination Committee reviews and evaluates the diversity of the Board.</p>	<p><i>Corporate Governance Report:</i> Diversity – page 52</p> <p><i>Nomination Committee Report:</i> Diversity – page 55</p>	<p>Pages: Governance Documents - Terms of Reference of the Nomination Committee are available on the Company's website.</p>

# Governance (3/3)

6.3 Gov-CoI Process for managing conflicts of interest Corporate-level performance measure			
<b>EPRA Recommendation</b>	<b>CORE:</b> Companies must describe their processes to ensure that conflicts of interest are avoided and managed in the highest governance body.		
<b>Safestore's Position:</b>	Conflicts are managed in accordance with the Companies Act 2006, the Company's Articles of Association and the UK Corporate Governance Code (Code Provision 7).		
<b>EPRA Recommendation:</b>	<b>As at 31 October 2019</b>	<b>Public Disclosure: 2019 Annual Report</b>	<b>Public Disclosure: Corporate website</b>
<p>Report whether conflicts of interest are disclosed to stakeholders, including, as a minimum:</p> <ul style="list-style-type: none"> <li>- Cross-board membership;</li> <li>- Cross-shareholding with suppliers and other stakeholders;</li> <li>- Existence of controlling shareholder;</li> <li>- Related party disclosure.</li> </ul>	<p>The Board has mechanisms in place to review a director's interests and other commitments which may give rise to an actual or potential conflict of interest with the interests of the Company. These mechanisms are in place prior to appointment and during a directors' term of office to report any record any such conflicts.</p> <p>The Board has determined that no director has an actual or potential interest or commitment that conflicts with the interests of the Company.</p> <p>Safestore has no conflicts of interest as set out in the EPRA recommendation.</p>	<p><i>Corporate Governance Report:</i></p> <p>Board of Directors - pages 48 and 49 – Includes details of directorships/commitments for each director.</p> <p>Leadership – The Board and its independence page 50 – confirms that the Board has determined that the Directors' commitments do not conflict with the interests of the Company.</p> <p>Effectiveness:</p> <ul style="list-style-type: none"> <li>- A summary of the Key Activities of the Board – Governance and Risk page 51</li> <li>- Directors' Conflict of Interest page 52</li> </ul> <p>Directors' Report - Directors' interests in contracts and conflicts of interest page 86.</p>	<p>Pages: Board of Directors</p> <p>Provides an updated position for the information provided on pages 48 and 49 of the 2019 Annual Report.</p> <p>The Company's website provides the current composition of the Board and updates the position disclosed on pages 48 and 49 of the 2019 Annual Report.</p>