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# Sustainability Data 2021

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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 2021 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**

### **Organizational 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 endeavors to access and compile data for the properties 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. This basis for estimation is applying 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 2021 p116 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 2021 Sustainability Report, p40-64 of the Safestore 2021 Annual Report



# EPRA: Index

## References for each applicable EPRA indicator

AR =Annual Report 2021, SD =Sustainability Data 2021

EPRA Code	Indicator	GRI Standard Indicator	Reference
<b>Environmental Sustainability Performance Measures</b>			
Elec-Abs	Total electricity consumption	302-1	SD p.4
Elec-Lfl	Like-for-like electricity consumption	302-1	SD p.4
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
Fuel-Lfl	Like-for-like fuel consumption	302-1	SD p.4
Energy-Int	Building energy intensity	CRE1	SD p.4
GHG-Dir-Abs	Total direct greenhouse gas (GHG) emissions	305-1	SD p.4
GHG-Indir-Abs	Total indirect greenhouse gas (GHG) emissions	305-2	SD p.4
GHG-Int	Greenhouse gas (GHG) emissions intensity	CRE3	SD p.4
Water-Abs		303-1	SD p.5,
Water-Lfl		303-1	SD p.5,
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.61
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.50
Diversity-Pay	Diversity pay	405-2	SD p.7, Gender Pay Report 2021
Emp-Training	Training & Development	404-1	SD p.7, AR p.48
Emp-Dev	Employee performance appraisals	403-1	SD p.7
H&S-Emp	Employee health & safety	403-2	SD p.7, AR p.47
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 programme	413-1	AR p.52-54
<b>Governance Performance Measures</b>			
Gov-Board	Composition of the highest governance body	102-22	SD p.8, AR p.66-67
Gov-Select	Nominating and selecting the highest governance body	102-24	SD p.9, AR p.73-74
Gov-Col	Process for managing conflicts of interest	102-25	SD p.10, AR p.71, p.106

# Environmental Performance (1/3)

ENERGY & GREENHOUSE GAS EMISSIONS				ABSOLUTE MEASURES (Abs)				LIKE-FOR-LIKE (LFL)											
EPRA Code	Units of Measure	Indicator		Safestore Group				UK				France				Safestore Group			
				2018/19	2019/20	2020/21	% change	2018/19	2019/20	2020/2021	% change	2018/19	2019/20	2020/2021	% change	2018/19	2019/20	2020/2021	% change
Elec-Abs																			
Elec-LfL	MWh	Electricity	Total/ Lfl landlord-obtained electricity	15,373	14,435	13,506	(6.4)	13,228	12,158	11,063	(9.0)	1,821	1,879	1,765	(6.1)	15,049	14,037	12,827	(8.6)
<i>No. of applicable properties</i>				<i>Electricity disclosure coverage</i>								<i>142 of</i>							
<i>Proportion of electricity consumption estimated</i>				145 of	156 of	159 of		116 of 116	116 of 116	116 of 116	(9.0)	26 of 26	26 of 26	26 of 26		142	142 of 142	142 of 142	
				1%	3%	3%		1%	0.25%	2%		3%	3%	3%		1%	1%	2%	
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	4,136	3,572	3,686	3.2	3,912	3,508	3,649	4.0	69	64	36	(43.8)	3,981	3,572	3,685	3.2
<i>No. of applicable properties</i>				<i>Fuels disclosure coverage</i>								<i>1 of 1</i>							
<i>Proportion of fuels consumption estimated</i>				55 of 56	50 of 50	50 of 50		49 of 49	49 of 49	49 of 49		0%	0%	0%		50 of 50	50 of 50	50 of 50	
				7%	3%	6%		7%	3%	0.1%		0%	0%	0%		7%	3%	0.1%	
	MWh	Energy	Total energy use	19,509	18,007	17,192	(4.5)	17,140	15,666	14,712	(6.1)	1,890	1,943.00	1,800.57	(7.3)	19,030	17,609	16,512	(6.2)
Energy-Int	KWh/ Sq. Ft	Energy Intensity	Building energy intensity	2.09	1.72	1.62	(5.8)	2.35	1.99	1.89	(5.1)	1.04	1.04	0.96	(7.3)	2.09	1.82	1.71	(5.9)
GHG-Dir-Abs																			
GHG-Indir-Abs	Tonnes CO2	Greenhouse gas (GHG) emissions	Total direct/indirect greenhouse gas (GHG) emissions	869	753	793	5.3	3,929	3,418	2,878	(15.8)								
			Total GHG emissions	4,798	4,164	3,671	(11.8)												
GHG-Int	Tonnes CO2/ thousand Sq. Ft	GHG emissions Intensity	GHG intensity	0.5	0.4	0.35	(12.5)												



NOTE: Electricity consumption and (associated GHG figures) included in this report supersede those included in the 2020 Annual Report due to improved data availability since publication.

# Environmental Performance (2/3)

EPRA Code	Units of Measure	WATER		ABSOLUTE MEASURES (Abs)				LIKE-FOR-LIKE (LFL)											
		Indicator		Safestore Group				UK				France				Safestore Group			
				2018/19	2019/20	2020/21	% change	2018/19	2019/20	2020/2021	% change	2018/19	2019/20	2020/2021	% change	2018/19	2019/20	2020/2021	% change
Water-Abs																			
Water-Lfl	Cubic Metres	Water	Total/Lfl water consumption	55,113	51,125	47,503	(7.1)	50,145	43,241	35,963	(16.8)	4,451	4,773	4,482	(6.1)	54,596	48,014	40,445	(15.8)
				145 of 148	156 of 156	159 of 159		116 of 116	116 of 116	116 of 116		26 of 26	26 of 26	26 of 26		142 of 142	143 of 142	142 of 142	
				19%	21%	3%		19%	15%	1.3%		34%	24%	14%		21%	16%	2.7%	
				19%	21%	3%		19%	15%	1.3%		34%	24%	14%		21%	16%	2.7%	
Water-Int	M3/ Sq. Ft	Water Intensity	Building water intensity	0.006	0.005	0.004	(8.4)	0.007	0.005	0.005	(16.0)	0.002	0.003	0.002	(6.1)	0.006	0.005	0.004	(15.5)

EPRA Code	Units of Measure	WASTE		ABSOLUTE MEASURES (Abs)				LIKE-FOR-LIKE (LFL)											
		Indicator		Safestore Group				UK				France				Safestore Group			
				2018/19	2019/20	2020/21	% change	2018/19	2019/20	2020/21	% change	2018/19	2019/20	2020/21	% change	2018/19	2019/20	2020/21	% change
Waste-Abs (Recycling)				586	1,448	1,488	2.7												
Waste-Abs (Energy from Waste)	Tonnes	Waste	Total weight of waste by disposal route	1,321	1,124	831	(26.1)												
Waste-Abs (Landfill)				44	58	57	(1.2)												



NOTE: Water consumption figures included in this report supersede those included in the 2020 Annual Report due to improved data availability since publication.

# Environmental Performance (3/3)

## UK

EPRA Code	Units of Measure	Indicator	2021
Cert-Tot	No. of properties certified	Type and number of sustainably certified assets	No. of properties certified
	% of building area		% of 2021 floor area (UK)
			<b>50</b>
			<b>41%</b>
			<b>% of certified area by EPC rating:</b>
			A+
			A
			B
			C
			D
			E
			<b>% of certified area by BREEAM rating:</b>
			Very Good
			3%
			8%
			33%
			36%
			20%
			0.1%
			4%

## SPAIN

EPRA Code	Units of Measure	Indicator	2021
Cert-Tot	No. of properties certified	Type and number of sustainably certified assets	No. of properties certified
	% of building area		% of 2021 floor area (ES)
			<b>2</b>
			<b>27%</b>
			<b>% of certified area by EPC rating:</b>
			A+
			A
			B
			C
			D
			E
			0%
			0%
			82%
			18%
			0%
			0%

## GROUP

EPRA Code	Units of Measure	Indicator	2021
Cert-Tot	No. of properties certified	Type and number of sustainably certified assets	No. of properties certified
	% of building area		% of 2021 floor area (Group)
			<b>52</b>
			<b>40%</b>
			<b>% of certified area by EPC rating:</b>
			A+
			A
			B
			C
			D
			E
			3%
			8%
			33%
			35%
			20%
			0.1%

# Social Performance

EPRA Code	Units of Measure	Indicator	Safestore Group (31 October 2020)		Safestore Group (31 October 2021)		
			% Male	% Female	% Male	% Female	
Diversity-Emp	% of employees	Employee gender diversity	Board Directors	75%	25%	63%	38%
			Senior Managers (excl. All colleagues)	86%	14%	80%	20%
				68%	32%	66%	34%

EPRA Code	Units of Measure	Indicator	Safestore UK			
			2019	2020	2021	
Diversity-Pay	Ratio of male:female pay	Diversity pay	All relevant colleagues per UK Gender Pay Report	1.14:1	1.15:1	1.17:1
Emp-Training	Average hours per employee	Training & Development	46	31	35	
Emp-Dev	% of employees receiving at least one review	Employee performance appraisals	100%	100%	100%	

EPRA Code	Units of Measure	Indicator	Safestore UK		
			2019	2020	2021
H&S-Emp	Number of reportable injuries (RIDDOR)	Employee health & safety	0	2	1
	Annual Injury Incident Rate per 100K colleagues		0	303	154
H&S-Asset	Number of Fire & H&S risk assessments carried out (# of properties assessed)	Asset health & safety assessments	52	32	58
H&S-Comp	Number of non-compliance incidents	Asset health & safety compliance	0	0	0

# Governance (1/3)

<b>6.1 Gov-Board - Composition of the Highest Governance Body</b>			
<b>EPRA Recommendation:</b>	<b>CORE:</b> Companies must report the composition of the highest governance body by: <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>	The Board of Directors of Safestore Holdings plc, is its highest Governance Body which is responsible for: <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> In addition the Board of Directors of Safestore Holdings plc is responsible for approving the group's gender pay gap reporting.		
	<b>As at 31 October 2021</b>	<b>Public Disclosure: 2021 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 68 . Effectiveness – Activities of the Board page 69, including a summary of the key activities of the Board page 74.	
<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 five non-executive directors, determined by the Board to be independent.	<i>Corporate Governance Report:</i> Leadership – The Board and its independence page 68.	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 2021 Annual Report. The Board now has two executive directors, a Chair and five independent non-executive directors.
Average tenure of the Board of Directors.	Eight Directors serving approx. 32 years. Average tenure approx. 4 years.	<i>Corporate Governance Report:</i> Board of Directors - Pages 66 & 67 – Provides dates when each director commenced their role.  Effectiveness – Appointment terms and election of directors page 71	Pages: Board of Directors  Provides current composition of the Board of Directors.
Number of independent/non-executive board members with competencies relating to environmental and social topics			Pages: Board of Directors



# 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 2021</b>	<b>Public Disclosure: 2021 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 2021 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 73 &amp; 74.</p> <p><i>Corporate Governance Report:</i> Effectiveness – Board Appointments page 71.</p> <p><i>Directors' Report:</i> Pages 105 &amp; 106.</p>	<p><b>Pages:</b> 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 68</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 71</p> <p><i>Nomination Committee Report:</i> Diversity – page 74</p>	<p><b>Pages:</b> Governance Documents - Terms of Reference of the Nomination Committee are available on the Company's website</p>

# Governance (3/3)

6.3 Gov-Col 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 2021</b>	<b>Public Disclosure: 2021 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 66 &amp; 67 – Includes details of directorships/commitments for each director.</p> <p>Leadership – The Board and its independence page 68 – 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 70</li> <li>- Directors' Conflict of Interest page 71</li> </ul> <p>Directors' Report - Directors' interests in contracts and conflicts of interest page 106.</p>	<p><b>Pages:</b> Board of Directors</p> <p>The Company's website provides the current composition of the Board and updates the position disclosed on pages 66 &amp; 67 of the 2021 Annual Report.</p>