hibernia

SUSTAINABLE
DEVELOPMENT BRIEF

Welcome

Our Sustainable Development Brief supports multiple Sustainable Development Goals, with a particular focus on:

Gerard Doherty
Director of Development

We set out our long-term vision for sustainability in Transforming Dublin Responsibly, our Sustainability Statement of Intent to 2030. This document communicates how we plan to provide buildings that are adaptable and resilient to climate change and that promote the health and wellbeing of their occupiers and the surrounding areas.

Transforming Dublin Responsibly is structured into three areas:

- Become a net zero carbon and climate resilient business by 2030
- Provide spaces that prioritise the environment, health and wellbeing
- Create long-term positive social impact through our operations

These apply to all our projects and together with our Net Zero Carbon Pathway and this Sustainable Development Brief, describe how we expect those involved in the development of our buildings to incorporate a sustainable approach at all stages of the process.

With the ongoing collaboration of our supply chain and partners, we are confident we will succeed together.

Transforming Dublin Responsibly can be found here.

The Brief — Transforming Dublin Responsibly, Our Sustainability Vision out to 2030

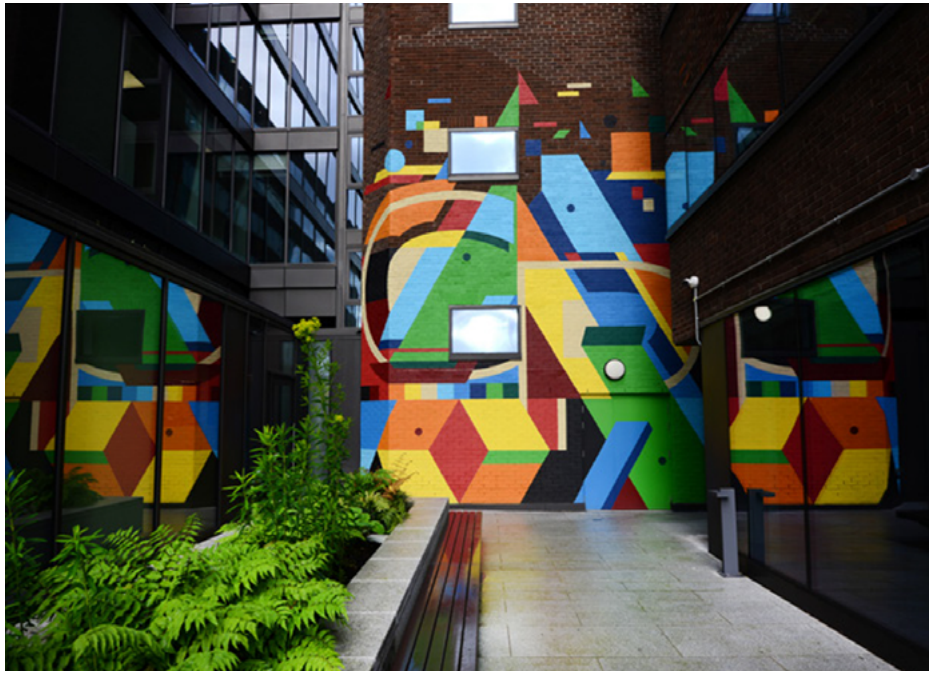
Our Sustainable Development Brief helps us achieve our ambition to be the most sustainable property company in Ireland, as outlined in the key targets of Transforming Dublin Responsibly.

KEY TARGET	HOW
BECOME A NET ZERO CARBON AND CLIMATE RESILIENT BUSINESS BY 2030	• By 2030 **reduce our overall carbon emissions by 30% and operational carbon emissions by 40%** against a 2019 baseline • Set an internal carbon pricing mechanism to drive behavioural change and fund the improvements to **transition existing assets towards net zero carbon** • **Offset residual carbon from 2030** onwards once we have implemented all other feasible measures • Put **climate change resilience at the centre of our business strategy,** aligning with the recommendations of the TCFD, and incorporating ESG targets into our remuneration
PROVIDE SPACES THAT PRIORITISE THE ENVIRONMENT, HEALTH AND WELLBEING	• Prioritise **health and wellbeing** considerations in all of our spaces • Promote **initiatives that maintain an exceptional standard of health and safety** with our employees, occupiers and supply chain partners • Send **zero waste to landfill and achieve 70% recycling** across all of our managed assets by 2030 • Ensure **biodiversity net gain** for all major developments and refurbishments by 2030
CREATE LONG-TERM POSITIVE SOCIAL IMPACT THROUGH OUR OPERATIONS	• Better **understand the social value** that our business brings to our local communities by 2025 and then set long-term targets to 2030 • Partner with and **support charity organisations and groups** dedicated to resolving issues that directly impact our local communities • Manage our employees in an **inclusive and fair manner** that promotes development, collaboration, creativity and diversity

The Brief in Action

This Brief applies to redevelopments and refurbishments. It is about achieving common goals and providing buildings that are adaptable and resilient to climate change, prioritise nature and that promote the health and wellbeing of their occupiers and the surrounding areas.

Key policies for stakeholders are signposted throughout this Brief and are available on our website.



SUSTAINABILITY POLICY

Sets out our over-arching commitment to sustainability and to ensuring that Hibernia operates in a responsible and sustainable manner, having regard to its stakeholders including investors, occupiers, employees, suppliers, local communities and the environment

SUSTAINABILITY STATEMENT OF INTENT

Sets out Hibernia's ambition to be the most sustainable property company in Ireland and to become a net zero carbon business by 2030

NET ZERO CARBON PATHWAY

Sets out how Hibernia will achieve net zero carbon by 2030 through the reduction of operational energy intensity in existing buildings, lowering the embodied carbon in new developments and offsetting residual emissions

BIODIVERSITY FRAMEWORK

Sets out Hibernia's biodiversity and ecosystem requirements at the design stage for all developments

SUPPLIER CODE OF CONDUCT

Sets out the standards and principles for our suppliers to ensure safe and fair working conditions throughout the supply chain, ensuring our suppliers are aligned with the business values of Hibernia on environmental, social and ethical issues

SOCIAL IMPACT FRAMEWORK

Details our commitment to contributing to our local communities and the mechanisms through which we will achieve this

The Brief — The Scope of Development

Our Brief is intended to deliver sustainability leadership across the development of commercial and residential buildings and places.

INCLUDES REQUIREMENTS FOR

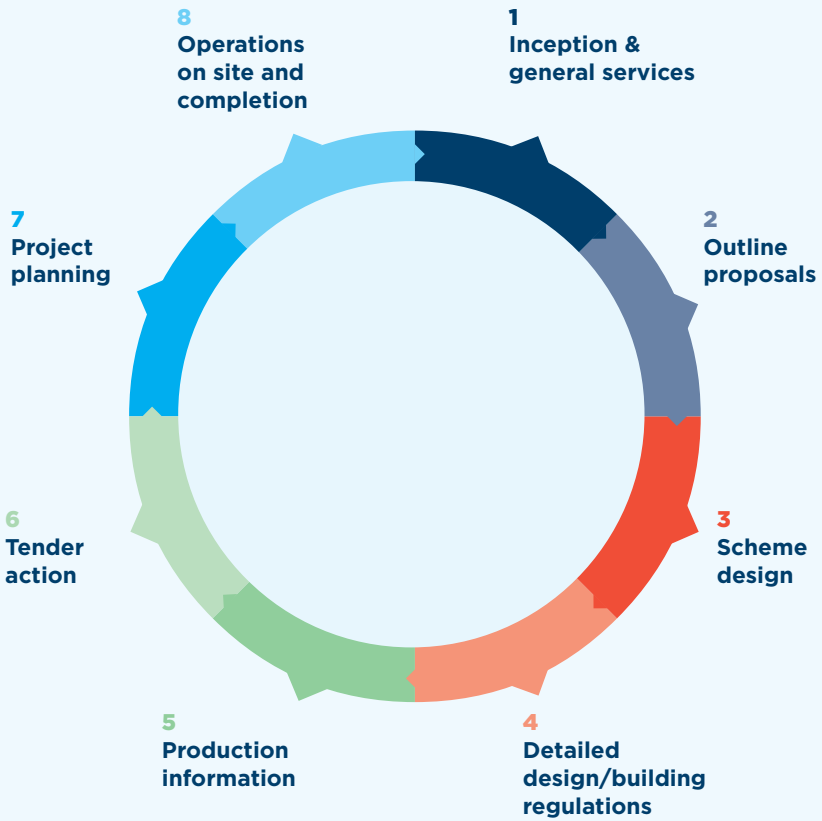
- Building structure, shell and core including building fabric and primary mechanical and electrical servicing infrastructure;
- Landlord and common areas e.g. lifts, toilets, end of trip facilities, townhalls and receptions;
- Public realm, soft and hard landscaping; and
- CAT A requirements.

KEY ELEMENTS TO SUCCESS

- An operational performance energy in use target and rating system: incorporate performance targets within the contractual arrangements for all contractors, consultants and supply chain partners for all new developments and refurbishment projects to include post completion and post-occupancy evaluation;
- A clear base building definition: the ability to differentiate the energy used for base building services and that for occupier activities is a key metric to understand energy usage;
- Independent design reviews;
- Intensive commissioning and fine-tuning; and
- Continuous engagement between stakeholders at all stages of the project.

Process our Teams Follow

The following process has been designed to embed our Sustainable Development Brief across a project's lifecycle.



STAGE 1

Sustainable Development Brief is embedded within the project brief identifying the project's measurable net zero carbon performance and other sustainability (e.g. social and biodiversity) criteria as well as sustainable finance metrics and reporting expectations for each stage of the project.

Hibernia appoints a design team with the skills and motivation to develop the strategy to achieve these criteria.

STAGES 1-4

Hibernia Project Manager (PM) drives and manages the project brief requirements and delivers with the project team.

Sign-off gateways after each stage to be built into the project programme to monitor progress and design decisions.

STAGES 3-6

Hibernia reviews construction information for net zero carbon and sustainability outcomes and plan-of-use strategy.

Include Sustainable Development Brief in contractor tender. The contractor's requirements shall include responsibility for delivering the build according to the sustainability brief. Social and biodiversity targets will be set with contractor at stage 6.

STAGES 7-8

Hibernia reviews construction quality against agreed targets.

Hibernia Property Team to be involved for effective handover of building systems and post occupancy evaluation (should include members of the design team and contractor for an agreed period of time). Project Manager to consistently capture lessons learned and feed back to Hibernia Development Team.

Facilities and Property Teams to verify, monitor and optimise in use and progress a sustainability action plan for the asset.

Operational employment and skills targets set.

Statement Net Zero Carbon & The Environment

We aim to become a net zero carbon and carbon climate resilient business by 2030.

We are also driving behavioural change and have placed climate change resilience at the centre of our business strategy.

CATEGORY	AIM
ENERGY & CARBON	Deliver net zero carbon buildings
CIRCULAR ECONOMY & MATERIALS	Send zero waste to landfill
CLIMATE RESILLIENCE	Achieve resillience to long-term climate change and extreme weather events
BIODIVERSITY	Ensure biodiversity net gain for all major develpments
CERTIFICATION	Obtain LEED and/or the WELL certification at the design and construction stage
PROCUREMENT	Improve procurement processes and materials selection
WATER	Minimise and monitor water usage

Net Zero Carbon & Environmental Requirements, KPIs and Targets

Category	Ref	Key requirements, performance indicators and targets	New	Refurb
ENERGY & CARBON	EC01	Whole building energy use intensity target for new office assets of 85 kWh/m² whole building	Y	Y
	EC02	Embodied carbon target for new office developments of 450 $kgCO_2e/m^2$ or lower (EN 15978 stages A1-A5)	Y	Y
	EC03	All developments to maximise solar PV (subject to feasibility)	Y	Y
	EC04	Target 100% of construction related energy usage to be from 100% renewable sources/tariffs	Y	Y
	EC05	Implement, where appropriate, a design for performance approach	Y	
	EC06	Ensure all new buildings have automated meter readings (AMRs) installed for both occupant and landlord areas Install sub-metering to occupant areas (electricity, water, heating and cooling) to allow for on-demand billing.	Y	Y
	EC07	Carry out whole life carbon assessments to inform decisions at design stage to reduce embodied carbon and operational energy and track and refine continuously throughout the project. Must include Global Warming Potential calculations.	Y	Y
	EC08	Implement best practices in universal design to accommodate a diverse range of occupant abilities and needs throughout the project lifecycle.	Y	
	EC09	Must carry out an air-tightness test and thermal integrity test.	Y	Y
CIRCULAR ECONOMY & MATERIALS	CEM01	Carry out a pre-demolition audit and develop a waste management plan – Identify opportunities to reuse materials and target sending zero waste to landfill and track all waste streams throughout the project.	Y	Y
	CEM02	Limit VOCs from wet-applied products such as paints, adhesives and sealants	Y	Y
	CEM03	Restrict VOC emissions from furniture, architectural and interior products	Y	Y
	CEM04	Provide dedicated areas accessible to waste hauliers and building occupiers for the collection and storage of recycling materials for the entire building	Y	Y

Net Zero Carbon & Environmental Requirements, KPIs and Targets

Category	Ref	Key requirements, performance indicators and targets	New	Refurb
CLIMATE RESILIENCE	CR01	Flood risk assessment - identify flood risk zone(s) of the proposed site and undertake the appropriate assessment in accordance with LEED	Y	Y
	CR02	Manage relative humidity through natural and mechanical ventilation	Y	Y
	CR03	Ensure appropriate measures are implemented to minimise water run off from roof areas and shock water loadings to the local water management infrastructure	Y	Y
	CR04	Provide enhanced thermal comfort for both personal heating and cooling via user-adjustable thermostat connected to the buildings' BMS	Y	Y
	CR05	Carry out a Climate Risk and Vulnerability Assessment in line with the requirements of the EU Taxonomy, Appendix A. All recommendations to be presented at a designated workshop for all stakeholders.	Y	Y
BIODIVERSITY	B01	Ensure biodiversity net gain and promote permeability with local eco-systems for mammals and insect species	Y	Y
	B02	Prioritise green spaces both internally and externally	Y	Y
	B03	Carry out baseline biodiversity surveys where possible to measure the impact of the improvement measures undertaken	Y	Y
	B04	Implement the requirements of the Biodiversity Guidelines for Developments	Y	Y
CERTIFICATION	C01	Carry out a LEED Core and Shell (or similar/targeted Green Building Rating System) assessment and obtain certification with the intention that the building will transition to LEED O+M within 3 years of full occupancy. Target Platinum level certification	Y	Y
	C02	Carry out a WELL Core (or similar/targeted Rating System) assessment and obtain certification. Target Platinum level certification	Y	
	C03	Obtain WiredScore and/or SmartScore Certification, whichever is the more appropriate for the project. Target Platinum level certification	Y	Y
	C04	Ensure processes and data outputs are aligned with requirements of ISO 14001 and 45001	Y	Y
	C05	Developments to achieve a minimum A3 BER rating and where possible 10% better than NZEB requirements.	Y	Y

Net Zero Carbon & Environmental Requirements, KPIs and Targets

Category	Ref	Key requirements, performance indicators and targets	New	Refurb
PROCUREMENT	PL01	Identify key net zero carbon critera to be used during procurement of goods and services from contractors	Y	Y
	PL02	Incorporate net zero carbon KPIs and objectives into all new supplier contracts	Y	Y
	PL03	Conduct whole life carbon and life cycle costing assessments to improve design, maintenance and operation	Y	Y
	PL04	Agree a Sustainable Development Management Plan as a contractual requirement	Y	Y
WATER	W01	Install permanent water meters for building subsystems such as irrigation, indoor plumbing fixtures and fittings and domestic hot water	Y	Y
	W02	Provide metering to allow occupiers to be billed for individual water usage	Y	Y
	W03	Flow rates and flush volumes of all water fittings must have a maximum rating that meets either the EU Taxonomy, and/or LEED requirements, whichever is the more efficient	Y	Y

Statement Social Impact and Health & Wellbeing

Provide spaces that prioritise the environment, health and wellbeing and create long-term positive social impact through our operations

We adopt a place-based approach to social contribution guided by our Social Impact Framework.

Our Framework details our commitment to contributing to our local communities and the mechanisms through which we will achieve this.

Through our developments we have a unique opportunity to create spaces that maximise the health and wellbeing of our occupiers and employees.

CATEGORY	AIM
COMMUNITY	Develop and implement targets for social value outcomes and provide an enhanced connection with the local community and the building
EDUCATION / EMPLOYMENT	Support local education and employment
WELLBEING	Create flexible, inclusive and accessible spaces that benefit the wellbeing of our occupiers and the community

Social Impact and Health & Wellbeing Requirements, KPIs and Targets

Category	Ref	Key requirements, performance indicators and targets	New	Refurb
COMMUNITY	CY01	Contractor to apoint Community Liasion Officer for the duration of the project	Y	Y
	CY02	Partner with local community groups and support community engagement activities in line with the Social Impact Framework.	Y	Y
	CY03	Assess and evaluate social value outcomes for the development in line with the Hibernia Social Impact Framework	Y	Y
	CY04	Where possible provide community / meeting space via designated outdoor or indoor space made available to the public	Y	Y
	CY05	Enhance public realm to promote community health, wellness, biodiversity and engagement	Y	Y
EDUCATION/ EMPLOYMENT	EE01	Promote local jobs and upskilling of local trades - develop a project specific employment, training and education strategy	Y	Y

Social Impact and Health & Wellbeing Requirements, KPIs and Targets

Category	Ref	Key requirements, performance indicators and targets	New	Refurb
WELLBEING	W01	Provide enhanced access to nature both indoors and outdoors	Y	Y
	W02	Provide continuous monitoring for CO_2, humidity, occupancy, temperature, lighting levels and volatile organic compounds in all spaces	Y	Y
	W03	Provide space to all regular occupiers designated for relaxation and restoration	Y	Y
	W04	Provide a connection to nature using natural materials, patterns and shapes to plants, water and views	Y	Y
	W05	Implement impact noise management across all spaces	Y	Y
	W06	Implement sound reducing surfaces for open workspaces, areas for conferencing / learning and areas for dining	Y	Y
	W07	Provide (where feasible) indoor and outdoor physical activity space	Y	Y
	W08	Provide for enhanced sustainable transport options to include best in class end of trip facilities, cycling infrastructure, charging for bikes, scooters and cars	Y	Y
	W09	Circulation network - promote (where feasible) visible stairs to regular occupiers to service all floors	Y	Y
	W10	Provide enhanced occupant controllability for lighting through manual or digital interfaces	Y	Y
	W11	Integrate solar shading through manual or automated methods to prevent glare	Y	Y
	W12	Provide communal spaces for social interaction throughout the building, from wide corridors to coffee stands	Y	Y

Contractor Requirements, KPIs and Targets

Category	Ref	Key requirements, performance indicators and targets	New	Refurb
RESPONSIBLE BUSINESS	RB01	Contractors to sign up to the Supplier Code of Conduct and promote it to suppliers and subcontractors	Y	Y
	RB02	Construction to take place in accordance with Hibernia Health and Safety Policy Statement	Y	Y
	RB03	Construction to take place in accordance with ISO 45001 Occupational Health and Safety Management System	Y	Y
	RB04	Manage lead hazards - Identify lead hazards in external areas. Complete a risk assessment of the topsoil to determine if present	Y	Y
	RB05	Manage hazardous materials and chemicals. Complete a risk assessment to determine if there is any presence of hazardous chemicals or materials	Y	Y
	RB06	Mitigate construction pollution for the extent of the development process in line with requirements of the EU Taxonomy Appendix C	Y	Y
	RB07	Develop and implement an air and noise management plan for the construction phases	Y	Y
	RB08	Carry our pre-demolition audit and implement construction and demolition waste management plan to divert all material streams away from landfill	Y	Y
	RB09	Adopt procedures outlined in the Considerate Constructors scheme and the Hibernia Social Impact Framework	Y	Y
REPORTING	R01	Adopt reporting procedures outlined in the Considerate Constructors scheme and the Hibernia Social Impact Framework	Y	Y
	R02	Report accident frequency rate to include all accidents, incidents and near misses	Y	Y
	R03	Whole life carbon (EPDs, construction related energy usage and water usage and waste generated)	Y	Y

Glossary

Building Energy Rating (BER)
A certificate indicating a building's energy performance, as required as part of the Energy Performance of Buildings Directive (EPBD).

Biodiversity Net Gain
Biodiversity net gain (BNG) is a way of creating and improving natural habitats. BNG makes sure development has a measurably positive impact ('net gain') on biodiversity, compared to what was there before development. Refer to the Biodiversity Framework and Biodiversity Guidelines for Developments for further details.

Carbon dioxide equivalent (CO_2e)
A measure of greenhouse gases (GHGs) that have a global warming impact. It converts the six gases with different global-warming potentials into a single metric.

Considerate Constructors Scheme
The Scheme helps construction sites, organisations and suppliers register with a Code of Practice and receive feedback on their performance. It also offers public support, client partnership, awards and learning resources to help the industry be more considerate and helpful to the general public and local communities.

Corporate Sustainability Reporting Directive (CSRD)
The EU CSRD is a sustainability reporting framework being rolled out in a phased approach from 2024. It will require companies to report on how sustainability issues, such as climate change, impact their business and how their operations in turn affect people and the planet.

Design for Performance
A NABERS UK framework designed to address the energy in-use performance gap – where buildings do not perform as efficiently as intended in the design stage.

Environmental, Social and Governance (ESG)
Refers to the environmental, social and governance aspects of an organisation's responsible business practices. Takes into account impact on the natural environment, impact on relationships, and corporate governance processes.

Embodied carbon (emissions)
Refers to the emissions associated with all the activities of procuring, mining, harvesting raw materials, transforming these materials into construction products, transporting them to site and incorporating them into a building. EN 15978 stages A1-A5.

EU Taxonomy
The EU Taxonomy is a cornerstone of the EU's sustainable finance framework and an important market transparency tool. It helps direct investments to the economic activities most needed for the transition, in line with the European Green Deal objectives. The Taxonomy is a classification system that defines criteria for economic activities that are aligned with a net zero trajectory by 2050 and the broader environmental goals other than climate.

kWh is kilowatt-hour
kWp is the peak power of a PV system or panel. Solar panel systems are given a rating in kilowatts peak (kWp) which is the rate at which they generate energy at peak performance.

Leadership in Energy and Environmental Design (LEED)
A green building certification system developed by the U.S. Green Building Council (USGBC). Its aim is to be an objective measure of building sustainability.

Net zero carbon
When carbon emissions are balanced to be zero or negative with the balance emissions that are either offset or sequestered. A building must be highly energy efficient, powered from on-site or off-site renewable energy, with any remaining balance offset.

Operational carbon emissions
The emissions associated with the energy consumption of an occupied building when in use i.e. the energy used for heating, cooling, ventilation, lighting and IT equipment.

Pre-demolition audit
The purpose is to approach demolition in a more sustainable way by auditing the make-up of the current building and implications of standard demolition against the opportunity to reuse, recycle and regenerate materials or spaces.

Social Impact
A positive or negative impact on people or communities in relation to societal challenges, such as health, education and access to opportunities, as a result of policy, or actions by businesses and other organisations. Refer to the Social Impact Framework for further details.

Taskforce on Climate-related Financial Disclosures (TCFD)
A market-driven initiative, set up to develop a set of recommendations for voluntary and consistent climate-related financial risk disclosures in mainstream filings.

Volatile organic compounds (VOC)
Compounds that have a high vapor pressure at room temperature. Some VOCs are harmful to human health and can cause harm to the environment. Sources of VOCs include solvents, paints and sealants.

WELL Building Standard
A U.S. originated standard against which features of the built environment are monitored for their impact on health and wellbeing.

Whole life carbon
The carbon emitted throughout a building's lifecycle, from the materials sourced and used during construction, the operational energy use and maintenance and the end-of-life demolition of the building. WGBC or World Green Building Council is a global network of Green Building Councils leading the transformation of the built environment to a healthier and more sustainable future.

WGBC or World Green Building
Is a global network of Green Building Councils leading the transformation of the built environment to a healthier and more sustainable future.

Hibernia REG
1WML
Windmill Lane
Dublin D02 F206
www.hiberniareg.com