

Business Sustainability Strategy

April 2023





Introduction

Development of Sustainability Strategy for Techspace to define and inform the organisation's sustainability position, future strategic direction and ensure that sustainability is authentically built into the operational process and well as mission, vision, and values.

The work to be completed involves involve discovery, stakeholder interview(s), high-level industry research and analysis, carbon footprint review, sample site audit and development of strategic vision.

The completed work will give you a robust Business Sustainability Strategy compiled into a detailed and sectioned report, to include key outputs from our research activities. The strategy development itself will cover the key sustainability themes of People, Planet, Prosperity and Principles of Governance.





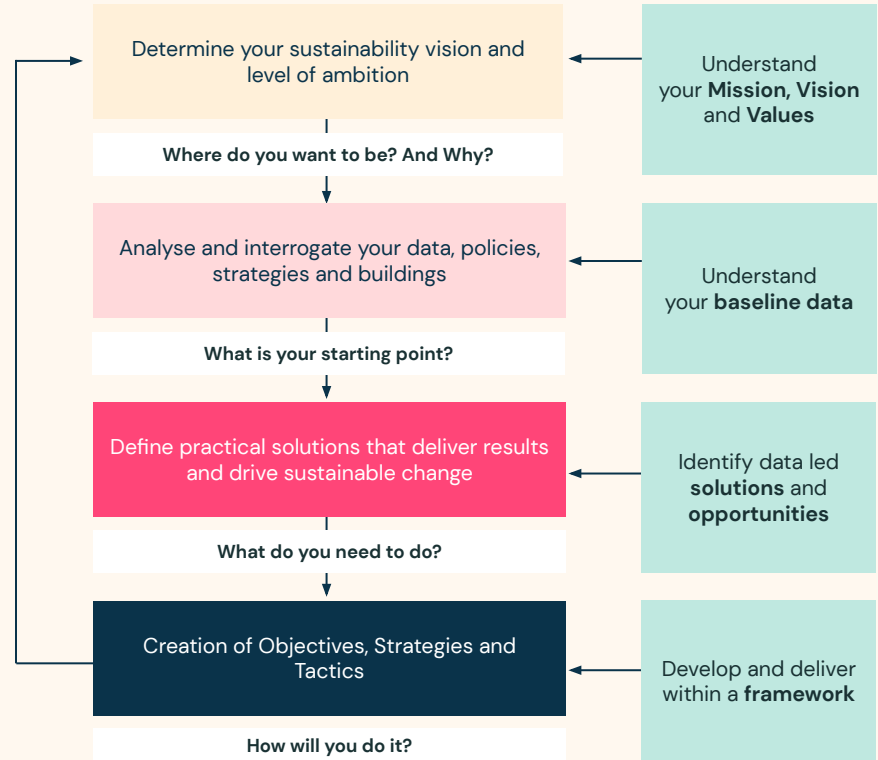
Techspace is working with Planet Mark, a sustainability certification and net zero provider for organisations and the built environment.

Using the Planet Mark approach to sustainability strategy development we will pull together key information from the organisation to ladder strategy into operations directly from the company vision, mission and values.

Holistic sustainability strategy should cover all aspects of sustainability, People, Planet and Prosperity, and for completeness and credibility have reporting mechanisms to support Principles of Governance and external review.

We will use these pillars, drawn from research by the World Economic Forum to organise your objectives and develop proposed strategic approaches and tactical solutions.

Together with Planet Mark we will look to connect our vision, mission and values authentically into a holistic sustainability approach to ensure it can be embedded into our standard business operations and processes.





Certification

[Full Report](#) | [Certificate April 2021/March 22](#)

Overview:

The Planet Mark Business Certification is an internationally recognised sustainability certification for all organisations acknowledging continuous progress, encouraging action and building an empowered community of like-minded individuals.

To achieve this certification, we've followed a robust three-step process:

1. Measuring our impact;
2. engaging everyone in the business and;
3. communicating our progress.

Through our certification we are also contributing to 5 [UN SDGs](#) (Sustainable Development Goals) and have protected an area of endangered rainforest with [Cool Earth](#) – a charity working alongside rainforest communities to halt deforestation. Our pledge through Cool Earth goes directly towards supporting the Asháninka community in Central Peru.



6.6 – Acre of rainforest protected



11.6 – Measured carbon emissions
11.4 – Donation to the Eden Project
11.4 – Acre of rainforest protected



12.6 – Measured carbon emissions



13.3 – Acre of rainforest protected, storing 260 tCO₂
13.3 – Donation to the Eden Project








15.2 – Acre of rainforest protected, storing 260 tCO₂



Linking Vision + Values

The go-to place for pioneering tech, freeing teams to build the future, with a network that spans the world's leading tech hubs.

 We Care	 We are open	 We move with thoughtful pace	 We strive to improve	 We seek balance
<p>We care deeply about our fellow Techspacers, about serving our members and about our impact on the world.</p>	<p>We create environments that support openness and honesty. We listen to each other, challenge, support, and always assume positive intent.</p>	<p>We have a bias for action and being decisive. We trust each other to take risks and we learn from our mistakes.</p>	<p>We are ambitious, stretching ourselves to innovate and always do better.</p>	<p>We choose fun and fairness, and support each other to find our balance.</p>

People



We Care / We are open / We seek balance



To choose to care about our people, our members and society

Planet



We are open / We strive to improve / We seek balance



To create working environments that are in balance with our environmental ambitions

Prosperity



We Care / We are open / We strive to improve



To grow our business with innovation and respect for the planet and future generations

Principles of Governance



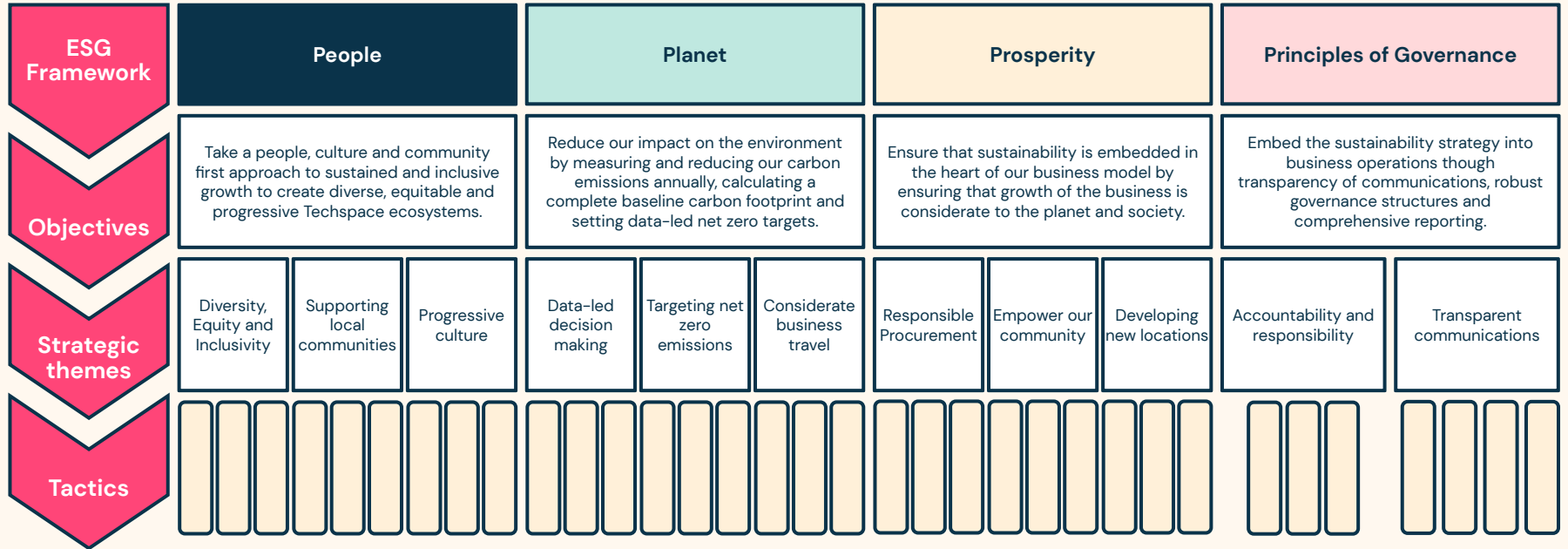
We move with thoughtful pace / We strive to improve



To deliver action and ambition with transparency and integrity



Sustainability Strategy





People

To choose to care about our people, our members and society

Specific Objective

Take a people, culture and community first approach to sustained and inclusive growth to create diverse, equitable and progressive Techspace ecosystems.

Core Strategic Themes:

- Diversity, Equity and Inclusivity
- Supporting local communities
- Progressive culture of development

Sustainable Development Goals (SDGs)



Proposed Tactics and KPIs

Diversity, equity and inclusivity	Create an inclusive workplace culture by promoting and celebrating diversity in all its forms	Ongoing campaign in 2023
	Set appropriate targets for representation across all levels	By end Q2 2023
	Ensure the People + Planet group have input into sustainability strategy development	By end Q2 2023
Supporting local communities	Develop local partnerships to support authentic links for all sites with the local community	By end Q3 2023
	Encourage volunteering within the community and set a target volunteering rate across the workforce	By end Q3 2023
	Commit to measuring your impact on society by calculating Social Value contribution	By end 2024
Progressive culture	Work with subcontracting partners for security, cleaning and maintenance to ensure all salaries are at or above the Living Wage for the relevant city	By end Q1 2023
	Provide career development guidance for all Techspace employees	Ongoing campaign in 2023
	Provide support for Techspace employees to work flexibly where role allows	Ongoing campaign in 2023
	Bring Techspace values to life authentically within internal communications campaigns, webinars and workshops.	Ongoing campaign in 2023



Planet

To create spaces that are in balance with our environmental ambitions

Specific Objective

Reduce our impact on the environment by measuring and reducing our carbon emissions annually, calculating a complete baseline carbon footprint and setting data-led net zero targets.

Core Strategic Themes:

- Data-led decision making
- Targeting net zero emissions
- Considerate business travel

Sustainable Development Goals (SDGs)



Proposed Tactics and KPIs

Data-led decision making	Commit to achieving annual planet Mark Business Certification by measuring and reducing our Scope 1, 2 and 'core' Scope 3 carbon emissions.	Achieve annual Certification
	Implement a full holistic energy audit of one London location to start process for re-designing for low carbon solutions	By end of Q4 2023
	Commit to measuring our full Scope 3 carbon emissions by the end of 2024	By year end 2024
	Commit to develop plans to eliminate single use plastic, evaluate options for eco cleaning products, and develop a target for zero landfill in both Berlin and London site operations	By end of Q1 2024
Targeting net zero emissions	Implement a robust Net Zero Action Plan	By end of Q1 2023
	Re-evaluate the baseline carbon footprint to ensure it is representative of business operations post-Covid	By end of Q3 2023
	Look to offset emissions only on route to Net Zero by becoming Carbon Neutral by 2026	High-level offset plan developed by Q3 2023
Considerate business travel	Review Travel Policy to ensure that it is prioritising low carbon travel where possible	By end of Q2 2023
	Ensure that all trips less than 5 hours duration are conducted by train.	By end of Q1 2023
	Ensure that a 'minimum work requirement' for international flights to be permitted is identified and implemented.	By end of Q2 2023



Prosperity

To grow our business with innovation and respect for the planet and future generations

Specific Objective

Ensure that sustainability is embedded in the heart of our business model by ensuring that growth of the business is considerate to the planet and society.

Core Strategic Themes:

- Responsible Procurement
- Empower our community
- Developing new locations

Sustainable Development Goals (SDGs)



Proposed Tactics and KPIs

Responsible Procurement	Update procurement policies to ensure contractual language enables visibility of carbon emissions within a reasonable time period	By year end 2023
	Procure 100% REGO backed clean energy	By year end 2023
	Prioritise procurement from companies who are measuring their own carbon emissions	By year end 2023
	Evaluate our supply chain and develop a plan for all furniture bought by Techspace to be sustainably sourced	By end of 2023
Empower our community	Develop a methodology for determining emissions associated with each member organisation using Techspace properties	By year end 2023
	Develop a high-level guide of approximate carbon reduction for a member using flexible workspace in Techspace compared to having their own dedicated office site	By year end 2023
	Support the community with education and engagement on how to reduce their own business carbon footprint	By year end 2023
Developing new locations	Develop a robust 'No Gas' policy for new sites where heating is under Techspace control	By end of Q1 2023
	Measure the 'fit-out' carbon footprint of new properties	TBC
	Develop a methodology for demonstrating a like for like comparison for carbon emissions when we take on new buildings	By year end 2023



Principles of Governance

To deliver action and ambition with transparency and integrity

Specific Objective

Embed the sustainability strategy into business operations through transparency of communications, robust governance structures and comprehensive reporting.

Core Strategic Themes:

- Accountability and responsibility
- Transparent communications

Sustainable Development Goals (SDGs)



Proposed Tactics and KPIs

Accountability and responsibility	Ensure there is clear ownership and governance of the sustainability strategy and net zero action plan, including external oversight.	In place by end of Q2 2023 with biannual review
	Create a simple governance and audit approach to ensure compliance with all sustainability related policies. To include annual leadership team review, quarterly review of strategy milestones, annual carbon certification	By end of Q2 2023 and quarterly auditing
	Ensure company wide involvement in the sustainability strategy to ensure it is representative of the full cross section of Techspace workforce <ul style="list-style-type: none"> ■ Set up People & Planet group from wider team to challenge + support implementation ■ Annual energisers with PlanetMark 	Ongoing End Q2 2023 Ongoing
Transparent communications	Report on sustainability credentials, sustainability strategy, and net zero action plan will be included in annual impact report.	Annual Reporting
	Publish evidence externally of third part validation of sustainability credentials where relevant	Annual Reporting
	Ensure that the sustainability strategy and high-level net zero action plan are published externally	By end of Q2 2023
	Avoid greenwashing with clear and concise communication, underpinned by data and measurable action	Ongoing throughout life of Net Zero Action Plan

If you have any questions about this
sustainability strategy, please get in touch!

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thank you