

Carbon
neutral by
2030

OUR PROMISE

Embracing a greener future

Commitment to sustainability report



LEADERS
ROMANS

GROUP

Our commitment to sustainability

Foreword



The more the world learns about climate change, the more we realise that we all have a part to play in halting the devastating effects it is having on our environment.

In the property sector, we know more tenants and homeowners are seeking energy-efficient homes for the benefits they bring and to do their bit for the environment. But it's clear the public also expect more sustainability and responsibility from the property services they use and interact with, and the companies that provide them. Now is the time for the property sector to embrace the next big challenge and step up to help turn the industry green.

Leaders Romans Group (LRG) is proud to lead on greener property management and develop a sustainable approach to business and real estate. Our Environmental Committee is making sure all the energy and resources used across our company will be environmentally friendly, including how we power our offices, and the launch of our first sustainable branch this year. We appreciate that this passion is equally as important to our customers, our staff and our partners and we are committed to helping us embrace a greener future for all.

David Wilson
Chief Operating Officer, and Chairman
LRG Environmental Committee





Environmental



Social



Governance

Our environmental mission

At Leaders Romans Group, we recognise the urgent need to deliver action to halt the climate crisis. We take our Environmental, Social, and Corporate Governance (ESG) responsibilities very seriously and are committed to delivering a greener, more sustainable operating model across the group. We also want to be transparent with our clients and partners about how we plan to implement that sustainable direction to our company.

We have, and will continue to, assess our business processes, undertaking new initiatives wherever possible to support ecological sustainability. This report outlines our strategy to meet the needs of the present without compromising future generations.

95% of LRG staff find it personally important for the business they work for to be sustainable
LRG internal staff survey summer 2022

LRG is committed to Net Zero by 2030

Our goal is to be carbon neutral across all aspects of the LRG property group by 2030. Our leadership team, guided by our Environmental Committee, has implemented a strategic plan to reach this target over the next eight years, including the launch of our first sustainable branch. Discover the roadmap we are taking to hit our goal on page 4.



Our roadmap to a greener future



2030

Leaders Romans Group is committed to being carbon neutral by 2030. We are delivering the following changes across our business to meet that target:



16,000 trees planted by 2023

We plant a tree for every new property sold or let with us through a partnership with Green the UK. If we hit our targets, by the end of 2022, we will have planted 16 football pitches worth of trees



Sustainable branch

NEW! Our first sustainable branch is now open in Brighton! Find out more on the following pages.



CO2 reduction

We're lowering our CO2 emissions across the business through smart meters and smart energy usage in every branch and office.



100% recycled paper and low print environments

We have reduced printing output through digital contract signing tools and centralised printing on fully-recycled paper.



Eco-friendly sales boards

All our sales and lettings boards are now both recycled and recyclable. Made from recycled old boards, packaging and cartons they can be recycled again when they reach end of life.



100% renewable energy

Our Leaders, Romans, Portico and Scott Fraser offices are all powered by renewables. We are moving all of our offices on to this contract as quickly as possible.



Redistribute it

We redistribute furniture across our branch network to maximise its lifecycle. When furniture is no longer in a condition suitable for reuse, we have it recycled.



LED lighting

All lightbulbs are being replaced with more energy-efficient LED technology as they reach end of life.



Zero landfill strategy

COMING SOON! In 2022 we will implement a strategy to minimise the amount of waste the business sends to landfill.



Our new sustainable branch

As part of our commitment to delivering sustainability across the business, we're excited to open our first sustainable branch office in Brighton.

We commissioned green office and retail design consultants Jackson Associates to completely refurbish and design the Leaders, Brighton office to entirely new green principles.

This includes use of 100% FSC certified wood, low VOC paint, renewable energy sources and local suppliers to reduce vehicle emissions from deliveries and transport to the branch.

All our materials have been produced with longevity in mind, to ensure the branch is not only sustainable today, but will continue to be so for years to come and materials will not need to be replaced regularly.



In order to reach our carbon neutral goal by 2030, Leaders Romans Group is reviewing all elements of the business and making sure we're making the green choice at every stage. That's led us to our first sustainable green branch, designed and fitted to lower carbon, paper and waste in every area.






We're excited by the opening as an opportunity to not only reduce our carbon emissions but to also put our commitment to sustainability at the front of our business model. We already see our Brighton branch as the standard for the future of all LRG branches across the UK and can't wait to welcome you to it. ”

David Wilson

Chief Operating Officer, and Chairman
LRG Environmental Committee.



The Brighton branch in details

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Brand: Leaders
- 
Location: 96-97 St Georges Road, Kemptown, Brighton, BN2 1EE
- 
Focus: Residential sales & lettings
- 
Staff: Eight members of staff
- 
Size: 120 square metres

Why Brighton?

Brighton is a green and eco-friendly city. We believe it is well positioned to welcome our first green branch because:

- 1** The first ever Leaders branch was launched in Brighton in 1983
- 2** It is the most eco-friendly city in the UK, according to Garden of Life
- 3** Brighton has the UK's only MP from the Green Party
- 4** UNESCO has designated the Brighton & Lewes Downs Biosphere a place of biodiversity and quality of environment
- 5** Home to The Jubilee Library – rated excellent for green principles
- 6** Brighton & Hove is home to the first offshore wind farm along the south coast of England

Inside our new sustainable branch



1 100% green energy

The branch is completely powered by renewable energy.

2 20% reduction in electricity

The average retail unit of our size uses 37,000 kwh of electricity a year, equal to 7.85 tonnes of CO2 emissions annually. A 20% reduction in electricity will lead to a corresponding drop in emissions from the sustainable branch.

3 100% FSC-certified wood

Doors, skirtings, partitions and counter tops are sourced from locally produced FSC-certified wood.

4 Closed-loop chairs

Office chairs are made from 100% recycled fabric in a closed loop content production process, with 25% of the raw material derived from the brand's own recycled waste streams.

The blueprint for our new branches

Our new sustainable Brighton branch is the model for all future branches in the LRG family. Look out for updates following this pattern across the country between 2023-2030.



5 100% recycled or reused

All furniture in the branch is made from recycled or upcycled materials and will be recycled or upcycled at the end of its lifecycle.

7 Low-flow kitchen taps

Key to a sustainable kitchen and saving about 30 – 50% on water consumption.

6 Circular carpet

Carpet in the new branch is not only made from 65% post-industrial recycled content, but the supplier will repurpose and recycle the finished item when it reaches end of life.

8 Low VOC paint

All surfaces are finished with paints that contain less Volatile Organic Compounds (VOC), meaning they don't off-gas as much as traditional paints.

Inside LRG's new sustainable Brighton branch



The brief

To reach our goal of net zero by 2030, we approached design specialists Jackson Consultants to develop a sustainable building fit-out plan for all our branch offices. Working closely with our design consultants we researched sustainable interiors, energy sources, materials to use and the challenges involved.

Our Brighton Leaders branch – the home of the first ever Leader's office – became the natural pilot, putting our plans into practice in September 2022.



The process

The project started with the floor and the walls – the biggest surface areas first. It was important for every element to be made in the UK, or local to Brighton to reduce transport emission costs. Ceiling tiles were the second biggest part of the fit-out, so we chose a version manufactured in the UK using biosoluble mineral wool, perlite, clay and starch. They are durable, 100% recyclable and rated A+.

Our facilities team ensure all furniture is reused or sourced from second-hand or recycled sources wherever possible and will make sure that process continues to happen in the future. We also introduced low energy solutions, such as timed lighting, air con and heating to the branch, so that electricity is not wasted when not in use. Solar film lines the high-street facing windows to reflect heat out of the branch and lowers the need for electricity.



The future

Following the success of the first green Brighton branch, we aim to see all LRG branches sustainably fit-out by 2030, driving forward our environmental mission. Our first fit-out has already planned for the longevity of the project to ensure that chosen sustainable building materials and furniture will keep going for years without replacement or be part of the circular economy – so they can be reused, repurposed or recycled. The plan is also adaptable so each element can be sourced or found to fit the identity of each LRG brand, from Leaders, to Romans, Portico and more.



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**We aim to see all LRG
branches become
sustainable by 2030.**

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