

<b>Sustainability Values Guide</b>	Social	Economic	Environmental
<b>Client Perspective</b>	Aiming to exceed compliance		
	Preferred Consultant	Consultant alignment with sustainability goals	Innovation in service provision
<b>Economic Perspective</b>	Fee income volumes to achieve target ROI & growth	Satisfied & profitable clients	Innovation to reduce cost base
<b>Innovation</b>	Market intelligence	Pioneer & engage in forums creating new standards	Emerging service outcomes
<b>Technical Implementation</b>	<b>Construction</b> <ul style="list-style-type: none"> <li>• Optimum design &amp; specification</li> <li>• Re-use protocol</li> </ul>	<b>Acquisition</b> <ul style="list-style-type: none"> <li>• Green lease assessment</li> <li>• Environmental factor management</li> </ul>	<b>Compliance</b> <ul style="list-style-type: none"> <li>• BREEAM</li> <li>• Environmental profiles</li> <li>• Eco-home standards</li> </ul>
<b>Technological</b>	Remote functionality	Introduce measurement systems	Further investment & research in web based solutions
<b>Environmental</b>	Leadership in sustainability standards	Research	Managed approach to eco-efficiency
<b>HR.Operations Communications</b>	Integrate & develop competencies via e-learning packages	<b>Succession planning</b> <ul style="list-style-type: none"> <li>• Enable &amp; support organisational change</li> <li>• Developing leaders</li> </ul>	Enable capacity in service delivery & innovation
<b>Social / CSR</b>	Charitable activities	<b>Educational investment</b> <ul style="list-style-type: none"> <li>• Increasing employability</li> </ul>	Career counselling