

## Webinar

## ULI Europe: C Change Carbon Pricing

Date: December 06, 2024

00:00:04> 00:00:06:	Good afternoon, everyone.
00:00:06> 00:00:10:	Thank you so much for joining us today for this
00:00:10> 00:00:12:	ULI webinar on carbon pricing.
00:00:12> 00:00:13:	I'm Sophie Chick.
00:00:13> 00:00:17:	I run the ESG programs for the Urban Land Institute
00:00:17> 00:00:17:	in Europe.
00:00:18> 00:00:21:	And I'm going to be your moderator today, and I'm
00:00:21> 00:00:24:	also going to be starting the session with a quick
00:00:24> 00:00:27:	presentation on some of the work that we at ULI
00:00:27> 00:00:32:	and other industry organisations have been doing on carbon pricing.
00:00:32> 00:00:34:	And giving you a bit of a summary of a
00:00:34> 00:00:37:	couple of reports that we've put out recently before being
00:00:37> 00:00:40:	joined by a panel of experts have all gone through
00:00:40> 00:00:44:	the process themselves of implementing a carbon price internally.
00:00:44> 00:00:47:	So really excited to get to that conversation.
00:00:55> 00:00:58:	For those of you who aren't from who aren't familiar
00:00:58> 00:01:01:	with ULI and this is your first time engaging with
00:01:01> 00:01:01:	us.
00:01:02> 00:01:05:	Our mission is to shape the future of the built
00:01:05> 00:01:09:	environment for transformative impact in communities worldwide.
00:01:10> 00:01:12:	The we're a membership organization.
00:01:12> 00:01:16:	We have close to 50,000 members and we're active across
00:01:16> 00:01:17:	the value chain.
00:01:17> 00:01:22:	So we have members that are investors, developers, architects, public
00:01:22> 00:01:23:	sector, etcetera.
00:01:23> 00:01:27:	If you're involved in real estate, then there's a membership

00:01:27> 00:01:28:	role for you at ULI.
00:01:29> 00:01:31:	And we do many things as part of the organization,
00:01:32> 00:01:35:	but one of those is thought leadership and education.
00:01:35> 00:01:38:	And that's what we're here to focus on today.
00:01:39> 00:01:42:	So I'm going to be talking about carbon pricing, but
00:01:42> 00:01:45:	actually I just want to start by giving you a
00:01:45> 00:01:48:	quick overview of the Sea Change program that we run
00:01:48> 00:01:51:	at ULI, which is where the carbon pricing work has
00:01:51> 00:01:51:	come from.
00:01:52> 00:01:55:	
	So this is a program that started three years ago,
00:01:55> 00:01:58:	and we set it up to mobilize the real estate
00:01:58> 00:02:03:	industry to speed up and scale up decarbonisation in Europe.
00:02:03> 00:02:05:	And there's three kind of principles that we work with.
00:02:05> 00:02:08:	The first is that we focus on systems change.
00:02:08> 00:02:11:	So we're looking at specific intervention points that can really
00:02:11> 00:02:12:	make a difference.
00:02:13> 00:02:14:	We collaborate.
00:02:14> 00:02:17:	So everything that we do, we're working with our members
00:02:18> 00:02:21:	and the wider industry across the value chain to make
00:02:21> 00:02:24:	sure that we've got buy in from the industry and
00:02:24> 00:02:27:	we Co create solutions with that, with those members, with
00:02:27> 00:02:29:	those that wider industry.
00:02:29> 00:02:31:	And that solutions part is really important to us.
00:02:31> 00:02:35:	We're not just reiterating the problem, but we are coming
00:02:35> 00:02:38:	up with solutions that can help that decarbonisation.
00:02:40> 00:02:44:	The program is sponsored by the partners and supporters, the
00:02:44> 00:02:47:	companies that you can see on the screen now.
00:02:47> 00:02:50:	And a huge thank you to those, to them, because
00:02:50> 00:02:52:	without them this program wouldn't be possible.
00:02:53> 00:02:56:	And see see Change is a very collaborative as I
00:02:56> 00:02:56:	just said.
00:02:56> 00:02:59:	So come on board and join the movement.
00:02:59> 00:03:02:	If you are interested in getting involved with Sea Change,
00:03:02> 00:03:07:	whether that's the sponsorship, partnership opportunities or just taking part,
00:03:07> 00:03:09:	please do send me an e-mail, get in touch and
00:03:09> 00:03:12:	let me know and we can discuss some options.
00:03:15> 00:03:17:	So on to carbon pricing.
00:03:17> 00:03:20:	And this is one of the, we've got quite a
00:03:20> 00:03:24:	few work streams going on looking at solutions for
······································	decarbonisation,
00:03:24> 00:03:27:	but this is one that we've really focused on within

00:03:27> 00:03:29:	Sea Change over the last year.
00:03:30> 00:03:33:	And what we wanted to do is we really feel
00:03:33> 00:03:37:	like carbon pricing presents a really big opportunity for the
00:03:37> 00:03:41:	real estate industry to do that decarbonisation.
00:03:41> 00:03:43:	But before we kind of get into the how that
00:03:43> 00:03:46:	is done and, and how you would implement a carbon
00:03:46> 00:03:49:	price, I think it's really important to take a step
00:03:49> 00:03:52:	back and, and look at why companies might be interested
00:03:52> 00:03:53:	in this.
00:03:54> 00:03:56:	And actually to do that, I think we need to
00:03:56> 00:03:58:	take a step back even further and have a look
00:03:58> 00:04:00:	at that big picture.
00:04:01> 00:04:03:	So I've just got some charts on the side here
00:04:03> 00:04:06:	that are taken from the 2024 State of the Climate
00:04:06> 00:04:08:	report, Perilous Times on Earth.
00:04:09> 00:04:12:	And the key thing is here we're moving in the
00:04:12> 00:04:13:	wrong direction.
00:04:13> 00:04:16:	If you look at all of these charts, they're all
00:04:16> 00:04:17:	going in the wrong direction.
00:04:17> 00:04:21:	And this quote from the chairman of the IPCC saying
00:04:21> 00:04:24:	we are potentially headed towards the three degrees of global
00:04:24> 00:04:27:	warming by the end of the century if we carry
00:04:27> 00:04:30:	on with the policies that we have at the moment.
00:04:31> 00:04:34:	So change needs to happen and we actually think carbon
00:04:34> 00:04:37:	pricing is a really powerful way that that change can
00:04:37> 00:04:38:	happen.
00:04:38> 00:04:41:	But at the moment we're seeing a really low adoption
00:04:41> 00:04:45:	of carbon price, carbon pricing in the real estate industry,
00:04:45> 00:04:48:	especially when you compare it to other industries that are
00:04:48> 00:04:49:	high emitters.
00:04:50> 00:04:52:	If you have a look at this chart, you can
00:04:52> 00:04:56:	see energy materials, much higher percentage of companies using a
00:04:56> 00:05:00:	carbon price already compared to with real estate second last
00:05:00> 00:05:01:	on this chart.
00:05:02> 00:05:04:	So there's this big opportunity now.
00:05:05> 00:05:08:	And I think that opportunity was something that we
	recognized
00:05:08> 00:05:10:	at the beginning of the year.
00:05:10> 00:05:14:	And we also were fortunate to join forces with these
00:05:14> 00:05:18:	six other industry organisations to create a task force to

00:05:18> 00:05:19:	look at this.
00:05:19> 00:05:22:	So EPPRA Green I, I GCC in Rev, RCS and
00:05:22> 00:05:26:	WBCSD, a lot of acronyms, but I'm sure you're all
00:05:26> 00:05:28:	familiar with these groups.
00:05:29> 00:05:32:	And we really see the opportunity to set some guidance
00:05:32> 00:05:35:	now as to how carbon pricing, how you can get
00:05:36> 00:05:37:	started with carbon pricing.
00:05:38> 00:05:42:	So as an industry, we're approaching this in a consistent
00:05:42> 00:05:46:	way unlike some of the other ESG tools etcetera that
00:05:46> 00:05:47:	you might see.
00:05:48> 00:05:51:	We're at the beginning of the journey within the sector
00:05:51> 00:05:54:	and and we can come together and make sure we're
00:05:54> 00:05:56:	on the same page as we go forward.
00:05:58> 00:06:01:	So that's all very well in terms of big picture
00:06:01> 00:06:05:	why, but why would individual companies want to implement a
00:06:05> 00:06:06:	carbon price?
00:06:06> 00:06:08:	And this is the first report that we put out
00:06:08> 00:06:11:	at the Sea Change Summit in Barcelona in the middle
00:06:11> 00:06:11:	of October.
00:06:12> 00:06:16:	It's called accelerating accountability, the case for carbon
	pricing.
00:06:16> 00:06:19:	And I believe we're going to have the link put
00:06:19> 00:06:21:	in the chat so you can access it if you
00:06:21> 00:06:22:	haven't seen it already.
00:06:23> 00:06:26:	And what this report does is have a look at
00:06:26> 00:06:26:	why.
00:06:27> 00:06:29:	It's got a lot of case studies in from companies
00:06:29> 00:06:32:	who have implemented one, but talks a lot about those
00:06:32> 00:06:34:	reasons of of why it's important.
00:06:34> 00:06:37:	And there's three things here to think about.
00:06:38> 00:06:39:	First is responsibility.
00:06:39> 00:06:42:	So carbon has a societal cost.
00:06:42> 00:06:45:	We're just not as an industry of the real estate
00:06:45> 00:06:49:	industry necessarily paying for it directly, but society is paying
00:06:49> 00:06:53:	already when we think about the carbon being emitted, whether
00:06:53> 00:06:58:	that's through health, physical, economic, etcetera with the with the
00:06:58> 00:06:59:	that carbon emissions.
00:07:00> 00:07:02:	And then as I said earlier, we need to see
00:07:02> 00:07:06:	change and there's a responsibility of an, of an of

00:07:06> 00:07:08:	us as the industry to change.
00:07:08> 00:07:12:	And just to take one specific example, the average annual
00:07:12> 00:07:16:	rate of energy efficiency improvements needs to double by 20-30.
00:07:16> 00:07:18:	So that is quite a big ask.
00:07:18> 00:07:21:	And we do think carbon pricing is a tool that
00:07:21> 00:07:24:	can help achieve achieve these changes.
00:07:25> 00:07:26:	We then have redressed.
00:07:26> 00:07:29:	So at least 230 new climate cases were filed against
00:07:29> 00:07:34:	governments and companies and 30 companies are being held accountable
00:07:34> 00:07:38:	for climate related harm in those polluter paid cases.
00:07:38> 00:07:41:	So this is something that companies within the real estate
00:07:41> 00:07:42:	industry need to be aware of.
00:07:43> 00:07:45:	And then finally, we've got regulation.
00:07:45> 00:07:48:	So it's not confirmed yet, but there is talk of
00:07:48> 00:07:52:	the EU emissions trading scheme to potentially covering buildings.
00:07:53> 00:07:55:	If this did come in, that's coming in the next
00:07:56> 00:07:58:	couple of years and that will mean you will be
00:07:58> 00:08:00:	paying a carbon price anyway.
00:08:00> 00:08:04:	So there's a big opportunity to get ahead of regulation.
00:08:04> 00:08:07:	We're also seeing local level carbon taxes emerging.
00:08:08> 00:08:10:	I think the best example or probably the most high
00:08:10> 00:08:12:	profile example of that is in New York.
00:08:12> 00:08:15:	But we are seeing other examples from around the world.
00:08:17> 00:08:19:	But it's not just those sort of why and that
00:08:19> 00:08:22:	those driving forces why, but there's also a lot of
00:08:22> 00:08:25:	company and industry level benefits.
00:08:25> 00:08:27:	And I'm hoping we hear a lot more about this
00:08:27> 00:08:28:	today from our panelists.
00:08:29> 00:08:32:	But just to run through a few, you have reputation
00:08:32> 00:08:33:	and market leadership.
00:08:33> 00:08:36:	This can really help your company stand out.
00:08:36> 00:08:39:	There's cultural shifts both within the company itself.
00:08:40> 00:08:43:	You know, suddenly everyone is needing to think about their
00:08:43> 00:08:46:	carbon consumption with every decision they make.
00:08:46> 00:08:49:	Not just your ESG teams, for example, but also those
00:08:49> 00:08:53:	cultural shifts and influencing the wider value chain around
	you.
00:08:54> 00:08:55:	There's economic incentives.
00:08:55> 00:08:58:	There's an opportunity for innovation and growth.
00:08:58> 00:09:01:	And of course, there's that regulation and risk management

	side
00:09:01> 00:09:02:	of things as well.
00:09:04> 00:09:07:	So I started this presentation by saying we're at a
00:09:07> 00:09:09:	very low adoption at the moment of a carbon price
00:09:09> 00:09:11:	within the real estate industry.
00:09:11> 00:09:14:	So a couple of months ago, we did a survey
00:09:14> 00:09:16:	of our members in the wider industry.
00:09:16> 00:09:19:	And one of the questions we asked them was what
00:09:19> 00:09:22:	do you see as the main next steps that could
00:09:22> 00:09:26:	best support organizations to explore carbon pricing further?
00:09:26> 00:09:29:	And the top 2 answers here, the first one was
00:09:29> 00:09:31:	to better understand the carbon pricing mechanisms.
00:09:32> 00:09:34:	Now a lot of that is covered in our accelerating
00:09:34> 00:09:36:	accountability report.
00:09:36> 00:09:40:	And the second is industry guidance to set best practice.
00:09:41> 00:09:45:	So this is where our carbon pricing principles really come
00:09:45> 00:09:45:	into play.
00:09:46> 00:09:49:	And to give you a sort of high level overview
00:09:49> 00:09:50:	of these.
00:09:50> 00:09:52:	And again, you'll be able to find this document on
00:09:52> 00:09:54:	the link that's just been shared in the chat.
00:09:55> 00:09:57:	These are voluntary principles.
00:09:57> 00:10:01:	They're high level and indicative and they're a first step.
00:10:01> 00:10:03:	So just to give you an idea that they're meant
00:10:03> 00:10:05:	for the entire value chain of real estate.
00:10:05> 00:10:08:	So we're not getting into the nitty gritty detail of
00:10:08> 00:10:08:	it.
00:10:08> 00:10:12:	And it's very much a starting point for companies looking
00:10:12> 00:10:15:	to implement a carbon price so that we can do
00:10:15> 00:10:16:	this in a consistent way.
00:10:18> 00:10:21:	Just to give you a quick overview of the principles,
00:10:21> 00:10:22:	we have 7 in total.
00:10:22> 00:10:25:	The 1st is to take a whole life carbon approach.
00:10:26> 00:10:30:	The second is take responsibility for all decisions to spend
00:10:30> 00:10:30:	carbon.
00:10:31> 00:10:32:	So what we mean by this is if you are
00:10:33> 00:10:35:	the decision maker, you are also the one who pays,
00:10:35> 00:10:36:	the decision maker pays.
00:10:36> 00:10:41:	So for embodied carbon, that's the capital providers, the
	developers
00:10:41> 00:10:44:	and in some cases the tenants, and for operational carbon
00:10:44> 00:10:48:	that's the tenants and the building owners and managers

	who
00:10:48> 00:10:51:	have that responsibility for the carbon pricing.
00:10:52> 00:10:56:	Principle 3 is where there is no responsibility for decisions
00:10:57> 00:11:02:	to spend carbon, commit to influencing and educating stakeholders who
00:11:02> 00:11:02:	do so.
00:11:03> 00:11:06:	This is really important when we think that these principles
00:11:06> 00:11:07:	are for the entire value chain.
00:11:07> 00:11:10:	If you are not one of the decision makers, you
00:11:10> 00:11:13:	can still play a really important part in that influencing
00:11:13> 00:11:13:	an education.
00:11:15> 00:11:18:	Principle 4 is to engage all stakeholders, starting with senior
00:11:19> 00:11:20:	leadership by and 1st.
00:11:21> 00:11:24:	So carbon pricing needs to be addressed as a strategic
00:11:24> 00:11:24:	priority.
00:11:25> 00:11:28:	And that ensuring senior leadership by and from the outset
00:11:28> 00:11:29:	is really important.
00:11:29> 00:11:32:	And hopefully we'll hear a bit more about that from
00:11:32> 00:11:33:	our panellists today.
00:11:34> 00:11:37:	And then time and attention is also required for the
00:11:37> 00:11:40:	education and engagement of the value chain.
00:11:40> 00:11:42:	So this isn't just about your company.
00:11:42> 00:11:46:	This is wider than that as well #5 use a
00:11:46> 00:11:48:	uniform internal price.
00:11:48> 00:11:49:	6.
00:11:50> 00:11:53:	Take action before reaching a perfect data set.
00:11:53> 00:11:55:	So this is really important.
00:11:55> 00:11:57:	I think often when we were talking to people about
00:11:57> 00:12:00:	carbon pricing, there was a view that they didn't have
00:12:00> 00:12:01:	the right data needed.
00:12:01> 00:12:04:	They couldn't decide on what price to use, for example.
00:12:05> 00:12:07:	And actually, it's better to just get started.
00:12:07> 00:12:10:	You're not going to get 100% of the way there.
00:12:10> 00:12:14:	If you've got 80% of the data, you can get
00:12:14> 00:12:15:	started.
00:12:15> 00:12:17:	If you've got an idea of what the carbon price
00:12:17> 00:12:18:	should be, try it out.
00:12:18> 00:12:19:	You can always adjust it.
00:12:19> 00:12:22:	It's sort of if you wait for perfect action won't
00:12:22> 00:12:22:	happen.
00:12:22> 00:12:25:	And then finally commit to transparency.
00:12:27> 00:12:32:	So on that, I'm really excited to be joined by

00:12:32> 00:12:36:	these expert group of panelists.
00:12:36> 00:12:39:	I'm going to ask them to turn their cameras on
00:12:39> 00:12:42:	and their microphones on and join me on the screen
00:12:42> 00:12:42:	now.
00:12:43> 00:12:47:	And yes, just a reminder, please do submit your questions
00:12:47> 00:12:49:	for our panelists by the Q&A.
00:12:49> 00:12:51:	We will do our best to get to all of
00:12:51> 00:12:51:	them today.
00:12:51> 00:12:54:	If not, we will respond to you separately after the
00:12:54> 00:12:57:	webinar if we have your contact details.
00:12:57> 00:13:00:	So yes, please do as you, as we go through
00:13:00> 00:13:05:	these conversations, if you have more burning questions, let
	us
00:13:05> 00:13:05:	know.
00:13:06> 00:13:09:	So thank you so much, all three of you for
00:13:09> 00:13:09:	joining me.
00:13:10> 00:13:11:	It's great to see you here.
00:13:11> 00:13:14:	I would just like to kick us off by asking
00:13:14> 00:13:18:	you to introduce yourselves and your company and also what
00:13:18> 00:13:22:	your company's take on carbon pricing is at the moment.
00:13:22> 00:13:24:	So perhaps, Janine, we could start with you.
00:13:26> 00:13:26:	Yeah.
00:13:26> 00:13:28:	Good afternoon, everybody.
00:13:28> 00:13:32:	So I'm Janine and I am Sustainability and Social Impact
00:13:33> 00:13:35:	Director for Great Portland Estates.
00:13:35> 00:13:40:	It does say Great Poland Estates on on the screen.
00:13:40> 00:13:42:	So it's Great Portland Estates PLC.
00:13:43> 00:13:47:	So we are a commercial property developer and landlord with
00:13:47> 00:13:50:	all of our buildings being based in London.
00:13:51> 00:13:55:	In terms of internal carbon price, we set our first
00:13:55> 00:13:59:	internal carbon price in 2020 as part of completing our
00:13:59> 00:13:59:	Rd.
00:13:59> 00:14:00:	maps net zero.
00:14:02> 00:14:05:	It is a we so, so we use a price
00:14:05> 00:14:06:	mechanism.
00:14:07> 00:14:10:	The money goes into decarbonisation funds and I'm sure we'll
00:14:10> 00:14:11:	get into that later.
00:14:12> 00:14:17:	And we recently upped our internal carbon price to ??150
00:14:17> 00:14:18:	per tonne.
00:14:18> 00:14:20:	So that's sort of in the last 12 months.
00:14:22> 00:14:22:	Great.
00:14:22> 00:14:23:	Thank you.

00:14:23> 00:14:25:	Johann, would you like to go next?
00:14:26> 00:14:26:	Yes.
00:14:26> 00:14:28:	Good afternoon everybody.
00:14:28> 00:14:29:	My name is Johann Mason.
00:14:30> 00:14:34:	I head up our decarbonisation efforts at Urban Partners and
00:14:35> 00:14:39:	Urban Partners is an investment platform and we focus on
00:14:39> 00:14:42:	solving problems in the urban environment.
00:14:43> 00:14:49:	Urban Partners is Housing 3 investment strategies, a private equity
00:14:49> 00:14:53:	real estate business called ENREP and a credit real estate
00:14:54> 00:14:59:	business, Velo Capital and a venture capital business 2150 and
00:14:59> 00:15:03:	we introduced an internal carbon price back in May 2022.
00:15:05> 00:15:08:	It's a shadow price in our underwriting model.
00:15:08> 00:15:13:	It covers the total operational and embodied footprint of our
00:15:13> 00:15:17:	real estate investments and is really to sort of create
00:15:17> 00:15:20:	transparency for our investment decisions.
00:15:22> 00:15:22:	Thank you.
00:15:23> 00:15:24:	And finally, Martin.
00:15:25> 00:15:26:	Yeah.
00:15:26> 00:15:27:	Thank you for introducing me.
00:15:28> 00:15:29:	I'm Martin Horsman.
00:15:29> 00:15:33:	I work as a sustainable Development Manager at Redefco.
00:15:33> 00:15:37:	Redefco is managing a PEN European platform offering services in
00:15:37> 00:15:39:	real estate asset management.
00:15:39> 00:15:43:	So we have client management, transaction management, asset and development
00:15:43> 00:15:48:	management, investment management and finance and risk management over the
00:15:48> 00:15:50:	purpose to be a force for good in a built
00:15:50> 00:15:55:	environment, contributing to liveable cities through impactful real estate outcomes
00:15:55> 00:15:56:	for all stakeholders.
00:15:57> 00:16:02:	And therefore we recently introduced carbon pricing in our developments
00:16:02> 00:16:06:	investment proposals making it part of decision making and and
00:16:06> 00:16:08:	we will be starting that in January 25.
00:16:08> 00:16:12:	So it's it's really recent at a level of ???120
00:16:12> 00:16:13:	per ton.
00:16:14> 00:16:14:	Thank you.
00:16:15> 00:16:16:	Well, thank you.

00:16:16> 00:16:19:	I think I'd like to start off this conversation sort
00:16:19> 00:16:22:	of going right back to the beginning and thinking about
00:16:22> 00:16:25:	
	why you decided to introduce a carbon price, whether that
00:16:25> 00:16:27:	was you and the individuals on the screen or or
00:16:28> 00:16:28:	your company.
00:16:28> 00:16:30:	And how did you start?
00:16:30> 00:16:33:	What were the sort of first steps that you took?
00:16:33> 00:16:36:	And perhaps, Martin, you've done this most recently, so I'm
00:16:36> 00:16:38:	sure it's in your memory.
00:16:38> 00:16:40:	Would you like to kick us off?
00:16:41> 00:16:41:	Yeah, sure.
00:16:41> 00:16:41:	Thank you.
00:16:43> 00:16:48:	It's basically because we have a, a holding which which
00:16:48> 00:16:52:	owns a lot of companies among which is Redefco and
00:16:52> 00:16:58:	the whole thing decided to have a carbon impact assessment
00:16:58> 00:17:02:	of all the different types of industries that are in
00:17:02> 00:17:04:	their possession.
00:17:04> 00:17:05:	So also for Redefco.
00:17:05> 00:17:09:	So the, the business for good is really something that,
00:17:09> 00:17:12:	that, that makes us probably walk a little bit faster
00:17:12> 00:17:15:	in, in certain topics than than others.
00:17:15> 00:17:18:	It's, it's driven by purpose, which is really great.
00:17:19> 00:17:22:	And we think that carbon pricing is, is one of
00:17:22> 00:17:27:	the tools that you could use for taking different decisions.
00:17:27> 00:17:31:	Because in, in real estate developments, you, you will be,
00:17:31> 00:17:36:	you will always be working with stakeholders and you will
00:17:36> 00:17:40:	be always looking in terms of the sort of short
00:17:40> 00:17:43:	haul effects of, of, of projects.
00:17:43> 00:17:45:	While I, I think we are in for the long
00:17:45> 00:17:48:	haul, but you still need to be within the same
00:17:48> 00:17:51:	limits and budgets as every other projects.
00:17:51> 00:17:54:	So you've got to be creative and you've got to
00:17:54> 00:17:58:	set some sort of framework to be able to, to,
00:17:58> 00:18:01:	to, to, to, to look at different options and to,
00:18:01> 00:18:04:	to price in the effects of these options.
00:18:04> 00:18:08:	Even if it's not a generally accepted way of working
00:18:08> 00:18:11:	it, it makes you clear what your impact is and
00:18:11> 00:18:14:	and on what how you make your decisions.
00:18:16> 00:18:19:	And what were the first steps that you sort of
00:18:19> 00:18:21:	took in in terms of implementing it?
00:18:22> 00:18:25:	Well, first we, we started where the impact would be.
00:18:26> 00:18:29:	So would it be in, in the projects themselves?

00:18:30> 00:18:33:	Would it just be a shadow price on the development
00:18:34> 00:18:37:	case or would we just have a carbon price for
00:18:37> 00:18:41:	all the not all the activities in in development and,
00:18:41> 00:18:43:	and, and management?
00:18:44> 00:18:48:	
00:18:44> 00:18:48. 00:18:48> 00:18:52:	And that made clear that in the projects you could
	certainly make different decisions if you if you pricing the
00:18:53> 00:18:56:	impacts and that is from what is carbon.
00:18:56> 00:19:00:	And then the operational carbon, on the other hand, gives
00:19:00> 00:19:04:	you an idea of the, you know, actually a stranding
00:19:04> 00:19:09:	risk indicator for having probably operating this an, an asset
00:19:09> 00:19:11:	for maybe for the whole life.
00:19:11> 00:19:14:	For instance, it's 50 years, but there will be times
00:19:14> 00:19:18:	that you redevelop and maybe improve the, the performance
00:19:18> 00:19:18:	of the asset.
00:19:18> 00:19:18: 00:19:18> 00:19:22:	
00:19:22> 00:19:25:	But then for at least 10 years, you'll be, you'll
00:19:22> 00:19:25: 00:19:25> 00:19:26:	be stuck with your decisions until you have a next chance.
00:19:26> 00:19:29:	
	So these ten years are really indicative of what your,
00:19:29> 00:19:33:	your performance will be in the next coming years.
00:19:33> 00:19:37:	And well, knowing that there will be carbon taxing probably
00:19:37> 00:19:41:	by 27 somewhere, there is a possibility that if you
00:19:41> 00:19:45:	are underperforming that there might be some tax and taxes
00:19:45> 00:19:47:	cash out, which is a waste.
00:19:47> 00:19:50:	So if you can avoid that, then I think it's
00:19:50> 00:19:51:	it's a good trigger.
00:19:52> 00:19:53:	Yeah, great.
00:19:53> 00:19:56:	Perhaps Danine, we can come to you and and I
00:19:56> 00:19:59:	know you've been doing this the longest of anyone on
00:19:59> 00:20:02:	the panel, but yeah, really keen to hear about how
00:20:02> 00:20:04:	like some why that decision was made.
00:20:04> 00:20:07:	You talked a bit about it was part of your
00:20:07> 00:20:08:	strategy and again how you.
00:20:09> 00:20:10:	Kind of started what?
00:20:10> 00:20:11:	What was the first steps that you took?
00:20:12> 00:20:12:	Sure.
00:20:12> 00:20:16:	So we set our internal carbon price as part of
00:20:16> 00:20:19:	establishing our road map to net zero.
00:20:19> 00:20:22:	So we first set that out in 2020.
00:20:22> 00:20:26:	And I think the reason the conversation started around
	setting
00:20:26> 00:20:30:	an internal carbon price was because when we sort of
00:20:30> 00:20:33:	did a forward look on what the impact of our

00:20:33> 00:20:37:	energy and carbon targets would be on our total carbon
00:20:37> 00:20:40:	footprint and what we would need to offset at the
00:20:40> 00:20:43:	end to get to net zero, we were quite surprised
00:20:43> 00:20:46:	at how much of our carbon was left.
00:20:47> 00:20:49:	And so the view was, well, OK, we need a
00:20:50> 00:20:54:	different approach to actually bring this down further and faster.
00:20:55> 00:20:58:	And so we'd sort of we'd seen some talk about
00:20:58> 00:21:02:	internal carbon price more broadly in the, in the in
00:21:02> 00:21:06:	the market and in other industries in particular.
00:21:07> 00:21:09:	And so we looked at whether it would work for
00:21:09> 00:21:12:	us as a business and actually really captured the imagination
00:21:13> 00:21:13:	of our board.
00:21:15> 00:21:18:	And So what, what we we did really is think
00:21:18> 00:21:20:	about what would we apply it to.
00:21:22> 00:21:25:	And we also needed to think hard about how we
00:21:25> 00:21:28:	got buying for it across the business and also what
00:21:28> 00:21:29:	the mechanism would be.
00:21:30> 00:21:33:	And so, so we apply our internal carbon price to
00:21:33> 00:21:37:	our the embodied carbon of our development up to and
00:21:37> 00:21:42:	that's upfront carbon and also to our operational emissions.
00:21:43> 00:21:44:	We calculate it.
00:21:45> 00:21:48:	So we calculate it every year and the funds go
00:21:49> 00:21:50:	into a decarbonisation fund.
00:21:50> 00:21:52:	And the reason we wanted to use it to push
00:21:53> 00:21:53:	it to go faster.
00:21:55> 00:21:57:	So we use the proceeds of the decarbonisation fund to
00:21:57> 00:22:00:	bring forward energy efficiency projects and the rest of the
00:22:00> 00:22:01:	portfolio.
00:22:01> 00:22:03:	So that was sort of the the sort of mechanism
00:22:03> 00:22:04:	we decided to create.
00:22:06> 00:22:09:	And as far as sort of sort of setting price
00:22:09> 00:22:12:	and all that sort of thing that was that was
00:22:12> 00:22:16:	about sort of research and working with our boards to
00:22:16> 00:22:19:	see what would be appropriate for us as a business.
00:22:21> 00:22:22:	Yeah, great.
00:22:22> 00:22:22:	Thank you.
00:22:22> 00:22:25:	And Johan, same, same question to you.
00:22:26> 00:22:29:	Yes, I, I think for us this was very much
00:22:29> 00:22:32:	sort of a purpose driven decision.
00:22:33> 00:22:36:	And we do believe that climate change is among the
00:22:36> 00:22:39:	biggest challenges that cities face and we see a big

00:22:39> 00:22:43:	opportunity and basically help cities solve this problem.
00:22:44> 00:22:47:	And, and I think we never saw a carbon fee
00:22:47> 00:22:51:	or carbon price sort of a stand alone tool needs
00:22:51> 00:22:55:	to be part of a, a bigger toolbox with reduction
00:22:55> 00:22:58:	targets, quotas and so forth.
00:22:59> 00:23:04:	But we did see some important features in one, creating
00:23:04> 00:23:11:	a financial incentive in our underwriting of investments, both development
00:23:11> 00:23:17:	projects and acquisition of standing assets and really pricing, pricing
00:23:17> 00:23:22:	carbon in that both to reveal the the underlying risk.
00:23:24> 00:23:27:	But but really as first and foremost to create an
00:23:27> 00:23:33:	incentive to invest in mitigation solutions like low carbon materials
00:23:33> 00:23:38:	on the embodied side and energy efficiency technology on, on
00:23:38> 00:23:39:	the operational side.
00:23:40> 00:23:44:	And and like Janine, we also applied to upfront embodied
00:23:44> 00:23:49:	emissions and operational emissions of all of our direct investments
00:23:49> 00:23:50:	in real estate.
00:23:52> 00:23:57:	And we started basically by applying it in our underwriting
00:23:57> 00:24:02:	model that brings the cost really upfront to our investment
00:24:02> 00:24:03:	committee.
00:24:03> 00:24:07:	So a very sort of effective place to, to, to
00:24:07> 00:24:07:	use it.
00:24:08> 00:24:11:	And we, we also do sort of bookkeeping of what
00:24:12> 00:24:16:	we call a carbon abatement reserve, but without sort of
00:24:16> 00:24:18:	physical funds moving.
00:24:19> 00:24:24:	So it's more bookkeeping within the fund where we also
00:24:24> 00:24:29:	try and sort of funnel that towards projects with a
00:24:29> 00:24:31:	positive carbon impact.
00:24:33> 00:24:33:	Right.
00:24:34> 00:24:36:	And it, it sort of sounds like a lot of
00:24:36> 00:24:40:	the this for for several of you has kind of
00:24:40> 00:24:44:	been driven by Martin for you like wider company's strategy.
00:24:44> 00:24:47:	And Janine, it sounds like you're board were very much
00:24:47> 00:24:50:	on board with the idea of of carbon pricing.
00:24:50> 00:24:52:	But I just want to delve into a bit more
00:24:52> 00:24:56:	about that kind of stakeholder buy in and particularly with
00:24:56> 00:24:59:	the senior leaders across the business because it it is
00:24:59> 00:24:59:	a big change.
00:25:00> 00:25:03:	And sort of whether that's done as a as an

00:25:03> 00:25:05:	underwriting sort of accounting tool.
00:25:05> 00:25:10:	And have you come up with any come across any
00:25:10> 00:25:15:	difficulties or any sort of issues and how, how did
00:25:15> 00:25:18:	you overcome those anyone?
00:25:20> 00:25:21:	So I can jump in.
00:25:22> 00:25:26:	So in terms of the accounting issues that that we
00:25:26> 00:25:29:	have to an extent learn as we went.
00:25:30> 00:25:33:	So we were very much the we and the board
00:25:33> 00:25:36:	very much with the view that we should sort of,
00:25:36> 00:25:39:	if we believed in the principle and we believed we
00:25:39> 00:25:42:	were sort of about in the right place at ??95
00:25:42> 00:25:45:	per term, which is where we started in 2020, then
00:25:45> 00:25:48:	we should just sort of get on with it and
00:25:48> 00:25:50:	and kind of learn as we went.
00:25:50> 00:25:53:	In terms of the challenges, some of the challenges we've
00:25:53> 00:25:55:	we've come up with is things.
00:25:55> 00:25:58:	So for one of our buildings, we've done a huge
00:25:58> 00:26:01:	steel reuse project where it where one of our buildings
00:26:01> 00:26:03:	has been a, a donor building.
00:26:03> 00:26:05:	And so one of the things we've had, we're sort
00:26:05> 00:26:07:	of starting to think around is how do we deal
00:26:07> 00:26:10:	with that with the internal carbon prices concerned, How do
00:26:10> 00:26:12:	we deal with that from an embodied carbon perspective?
00:26:14> 00:26:16:	We also had to think about how do we deal
00:26:16> 00:26:20:	with joint ventures and actually that's been more of a
00:26:20> 00:26:24:	consideration when we've been thinking about our decarbonisation fund as
00:26:24> 00:26:24:	well.
00:26:24> 00:26:28:	So when we forward fund energy efficiency projects, do we
00:26:28> 00:26:31:	ask our JV partner to put in a sort of
00:26:31> 00:26:32:	comparable amount?
00:26:33> 00:26:34:	How does sort of that mechanism work?
00:26:35> 00:26:38:	We've also had to think around, so for a service
00:26:38> 00:26:41:	charge and service charging our tenants is something we needed
00:26:41> 00:26:42:	to think about.
00:26:42> 00:26:46:	So would we be prepared to forward fund the projects
00:26:46> 00:26:49:	and then recoup the cost by the service charge?
00:26:49> 00:26:51:	So bit later on when, when, when we've been able
00:26:51> 00:26:53:	to kind of budget for it, when it was something
00:26:53> 00:26:56:	that perhaps our customers could have been paying for.
00:26:56> 00:26:59:	So all of those sorts of mechanisms we've had to

00:26:59> 00:26:59:	work through.
00:27:01> 00:27:03:	But I think what we've tried to do and I
00:27:03> 00:27:06:	and in some respects it's helpful that we are the
00:27:06> 00:27:09:	size business that we are, we've been able to just
00:27:09> 00:27:12:	sort of be quite nimble about it and and and
00:27:12> 00:27:14:	work it through as we've gone.
00:27:16> 00:27:17:	Yeah.
00:27:18> 00:27:21:	I'd say it's probably not a really big deal for
00:27:21> 00:27:26:	everyone working in the design teams because they are familiar
00:27:26> 00:27:28:	with life cycle analysis calculation.
00:27:28> 00:27:31:	So actually all the information that you need for carbon
00:27:31> 00:27:32:	pricing is there.
00:27:33> 00:27:35:	It's just that you need to make sure that you
00:27:35> 00:27:38:	have a standard on how to how to, how to
00:27:38> 00:27:41:	calculate which part of the calculation you you would like
00:27:41> 00:27:43:	to have for your carbon pricing.
00:27:43> 00:27:47:	So and, and to be deliberate in that and to
00:27:48> 00:27:50:	have it as a benchmark.
00:27:50> 00:27:52:	So never change the recipe.
00:27:52> 00:27:54:	Stick to the information that you have.
00:27:54> 00:27:58:	And it, it definitely starts with getting your information to
00:27:58> 00:28:01:	be able to be transparent and, and to be, to
00:28:01> 00:28:03:	be able to report on it.
00:28:04> 00:28:07:	Because if you, if you start today and you will
00:28:07> 00:28:11:	have like 3 or 4 major developments starting that year,
00:28:11> 00:28:15:	you know that you will be harvesting your information, your
00:28:15> 00:28:17:	S build information in about 3 years.
00:28:17> 00:28:23:	So we are committed to net net 0 carbon 2040
00:28:23> 00:28:28:	by the Green Building Council commitment.
00:28:28> 00:28:32:	And then it says in 20-30 you need to sort
00:28:32> 00:28:37:	of half your emissions and these three projects starting next
00:28:37> 00:28:41:	year will then deliver what it's only three projects.
00:28:42> 00:28:44:	So if that's the data you need to do your
00:28:44> 00:28:48:	analysis on and and change your, your way of working,
00:28:48> 00:28:52:	then it's good to know that every year there's being
00:28:52> 00:28:53:	projects added.
00:28:53> 00:28:55:	But this is definitely the time to start with it
00:28:56> 00:28:59:	because tomorrow will be too late because 20-30 is about
00:28:59> 00:29:01:	in 5 minutes and 2040 will be in two days.
00:29:01> 00:29:05:	So it's, it doesn't make a difference.
00:29:05> 00:29:08:	Don't go through perfect solution.

00:29:08> 00:29:10:	I think you've, you've got to Start learning and, and
00:29:11> 00:29:12:	that's what we're going to do.
00:29:12> 00:29:16:	So it, it's, it just takes some steps.
00:29:17> 00:29:19:	So we, we, we have written a strategy and we
00:29:19> 00:29:22:	have the strategy approved by the board and membership,
00.23.13> 00.23.22.	the
00:29:22> 00:29:24:	leadership team and the, and the board.
00:29:25> 00:29:27:	And therefore we can now start doing this, which is
00:29:27> 00:29:30:	really great that everyone is on the same page.
00:29:30> 00:29:33:	And, but I'm, I'm really aware of the fact that
00:29:33> 00:29:36:	people are maybe a bit scared in, in, in the
00:29:36> 00:29:40:	development part of our organization because they are not really
00:29:40> 00:29:41:	used to it.
00:29:41> 00:29:44:	But it's, it's just using the figures that you've always
00:29:44> 00:29:47:	used, but then taking some of them in a highlighted
00:29:47> 00:29:49:	position and, and, and put a price on it for,
00:29:49> 00:29:52:	for shadow pricing to see if you've taken the right
00:29:52> 00:29:55:	decision or if you could have taken a different decision
00:29:55> 00:29:57:	and what the impact would then change.
00:29:58> 00:30:02:	But then again, it, it should show value at the
00:30:02> 00:30:02:	same time.
00:30:02> 00:30:06:	So that's that's probably the the most important hurdle to
00:30:06> 00:30:06:	take.
00:30:09> 00:30:09:	Yeah.
00:30:10> 00:30:14:	I would say from our perspective sort of senior management
00:30:14> 00:30:18:	buy in was was sort of never an issue because
00:30:18> 00:30:22:	this was always very aligned with with our overall direction
00:30:22> 00:30:25:	where we have seen challenges.
00:30:25> 00:30:28:	I think 1 is sort of the in the say
00:30:28> 00:30:32:	physical transfer of of cash that creates a lot of
00:30:32> 00:30:33:	complexity.
00:30:34> 00:30:39:	So something that that we're sort of still considering sort
00:30:39> 00:30:42:	of benefits versus the complexity it adds.
00:30:43> 00:30:47:	And and then of course, a very important stakeholder group
00:30:47> 00:30:49:	for us is our investors.
00:30:49> 00:30:53:	And, and we have investors from all over the globe
00:30:53> 00:30:57:	and, and our investors have different views on, on, on,
00:30:57> 00:31:01:	on climate change and, and how to, to tackle it.
00:31:02> 00:31:06:	So we got a lot of important feedback there and
00:31:06> 00:31:10:	sort of the principles, for example, around reinvesting the
	proceeds
00:31:10> 00:31:13:	within the fund where the proceeds are collected.

00:31:14> 00:31:18:	And that's an important principle and but, but sort of
00:31:18> 00:31:21:	taking that feedback, I think we we managed to to
00:31:22> 00:31:23:	make it an effective tool.
00:31:26> 00:31:26:	Yeah, great.
00:31:26> 00:31:27:	Thank you.
00:31:27> 00:31:30:	And I just want to to pick up as well
00:31:30> 00:31:34:	on that fee paying versus shadow price for for a
00:31:34> 00:31:35:	carbon price.
00:31:35> 00:31:39:	And Janine, you mentioned earlier that you pay the money
00:31:39> 00:31:43:	into a pot specifically for decarbonisation metrics.
00:31:43> 00:31:45:	Is this, is this the case, is that it, does
00:31:45> 00:31:47:	all that money go towards it?
00:31:47> 00:31:49:	Perhaps you could just elaborate on that a little bit
00:31:49> 00:31:50:	more.
00:31:50> 00:31:50:	Yep, sure.
00:31:50> 00:31:53:	So, so we decided that we wanted it to be
00:31:53> 00:31:56:	fee paying because we wanted it to hurt a bit.
00:31:58> 00:32:02:	And and I kind of emphasized the bit because I
00:32:02> 00:32:06:	think it again, we started at 95 lbs, but we're
00:32:06> 00:32:07:	now ??150 per tonne.
00:32:08> 00:32:10:	And in effect, what we did is we plagued the
00:32:10> 00:32:14:	number through our development appraisals to work out what would
00:32:14> 00:32:17:	be the outcome on that development appraisal were we to
00:32:17> 00:32:19:	charge the internal carbon price.
00:32:21> 00:32:24:	Ultimately what that's done is it's it's put the carbon
00:32:25> 00:32:27:	price at the centre of a paper that goes to
00:32:27> 00:32:30:	executive committee and to the board.
00:32:30> 00:32:34:	So what that means is immediately when development decisions are
00:32:35> 00:32:38:	being made, there is a sort of price of carbon
00:32:38> 00:32:39:	as part of the discussion.
00:32:40> 00:32:42:	What that also means is that every time a design
00:32:43> 00:32:46:	change or a significant design change is made, the team
00:32:46> 00:32:49:	will always calculate the carbon at the same time.
00:32:49> 00:32:51:	Because what they have to do then is go back
00:32:51> 00:32:54:	and sort of look at, OK, what's, what's the impact
00:32:54> 00:32:57:	in terms of what we have to pay into the
00:32:57> 00:32:59:	
	decarbonisation fund at the end of the projects.
00:32:59> 00:33:03:	
00:32:59> 00:33:03: 00:33:03> 00:33:06:	decarbonisation fund at the end of the projects.

00:33:11> 00:33:12:	are concerned.
00:33:12> 00:33:15:	And that's just, you know, from a behavioural change
	perspective,
00:33:15> 00:33:17:	it's, it's been very helpful.
00:33:18> 00:33:22:	So yes, the funds from the decarbonization fund go into
00:33:23> 00:33:25:	energy efficiency projects.
00:33:25> 00:33:29:	So to give you a bit of colour on that,
00:33:29> 00:33:33:	it's being used for LED systems, it's being used to
00:33:33> 00:33:38:	renew building management systems where we weren't, where where they
00:33:38> 00:33:42:	weren't sort of really up to the standards that we
00:33:42> 00:33:46:	needed to be to really give us a granular information
00:33:47> 00:33:47:	we needed.
00:33:48> 00:33:51:	It's also been used to fund a metering project as
00:33:51> 00:33:54:	well so that we could start to bring the metering
00:33:54> 00:33:58:	of our buildings in line with the Neighbours ratings metering
00:33:58> 00:34:02:	specification, again, because that helps us bring down carbon from
00:34:02> 00:34:06:	our operational buildings with those sorts of projects we've been
00:34:06> 00:34:08:	able to use the money to fund.
00:34:08> 00:34:11:	So again, what that's then driving is our technical services
00:34:11> 00:34:15:	team going out and looking for energy efficiency projects that
00:34:15> 00:34:19:	they think will be quite impactful that would not have
00:34:19> 00:34:20:	otherwise have been funded.
00:34:21> 00:34:23:	So that's where it's been particularly helpful.
00:34:24> 00:34:28:	Yeah, it's really interesting, particularly that cultural shift that you've
00:34:28> 00:34:29:	seen in in the company.
00:34:29> 00:34:33:	That's definitely something we here and could have having everyone
00:34:33> 00:34:36:	on board, not just the the SG teams thinking about
00:34:36> 00:34:38:	this, it's it's so powerful.
00:34:39> 00:34:42:	Martin and Johan, have you got any plans to transition
00:34:42> 00:34:44:	from a shadow to a fee paying price?
00:34:44> 00:34:46:	Is that in consideration?
00:34:46> 00:34:48:	Yeah, for sure.
00:34:48> 00:34:53:	The one of our actually our main investor has agreed
00:34:53> 00:34:58:	on making it the fee for the for their 100%
00:34:58> 00:35:02:	owned assets, which is part of the portfolio.
00:35:04> 00:35:07:	We're still working on how to deal with that because
00:35:07> 00:35:10:	it's well you, you can't store money somewhere in business
00:35:10> 00:35:12:	because that's, that's bad for business.

00:35:12> 00:35:16:	So it's good to hear from Janine that there's lots
00:35:16> 00:35:20:	of opportunities to spend it in the right way to
00:35:20> 00:35:24:	spend it on decarbonisation of scope 3 emissions that that
00:35:24> 00:35:29:	might be initiated by, by, by sort of funding through
00:35:29> 00:35:33:	this, this, this bit of money because the tenants might
00:35:33> 00:35:35:	not be able to do so or do it in
00:35:35> 00:35:37:	a different way.
00:35:37> 00:35:38:	So, yeah, for sure.
00:35:38> 00:35:41:	And then of course, if we've got to start to
00:35:41> 00:35:44:	talk to our other joint fancy clients to, to see
00:35:44> 00:35:48:	if, if they are, if they have an appetite to
00:35:48> 00:35:49:	do it as well.
00:35:49> 00:35:53:	So yeah, it's, it's exciting times with I've got sometimes
00:35:53> 00:35:57:	because we just started so we haven't built a fund
00:35:57> 00:35:57:	yet.
00:36:00> 00:36:00:	Yeah.
00:36:00> 00:36:05:	And I would say from our side, we are running
00:36:05> 00:36:10:	a branch green program which is sort of multi million
00:36:10> 00:36:11:	funded.
00:36:12> 00:36:16:	We're doing metering and projects and and the like.
00:36:16> 00:36:20:	And I would say we haven't made sort of the
00:36:20> 00:36:25:	physical payment from carbon fee proceeds to those projects.
00:36:26> 00:36:30:	And again the carbon fee sort of it works together
00:36:30> 00:36:35:	with our strategy including quotas, including reduction plans on each
00:36:35> 00:36:36:	asset.
00:36:36> 00:36:40:	So, so for the moment, we don't see a need
00:36:40> 00:36:45:	to to sort of funnel those sort of physical funds
00:36:45> 00:36:48:	from from one project to another.
00:36:48> 00:36:52:	Sort of we do see that that that those projects,
00:36:52> 00:36:55:	they get funded without that connection.
00:36:55> 00:36:55:	Yeah.
00:36:57> 00:36:57:	Interesting.
00:36:57> 00:36:59:	And I also wanted to pick up with you, Johan
00:36:59> 00:37:01:	and perhaps Martin can touch on it as well.
00:37:02> 00:37:07:	You obviously operate across multiple countries and has that presented
00:37:07> 00:37:13:	any challenges with different legislation or different issues coming up?
00:37:14> 00:37:14:	Yes.
00:37:16> 00:37:18:	Again, sort of one of the purposes for for us
00:37:18> 00:37:21:	in introducing this was to create an incentive.

00:37:22> 00:37:26:	And we have found that a say ???100 per tonne
00:37:26> 00:37:33:	incentive and it it's really, really powerful in for example,
00:37:33> 00:37:37:	in one country, it could be in, in Poland or
00:37:37> 00:37:43:	Germany, but in in other countries, say Norway or Sweden,
00:37:43> 00:37:46:	it has much less impact.
00:37:46> 00:37:49:	And that both has to do with sort of different
00:37:49> 00:37:54:	in emission intensities across countries, but also sort of different
00:37:54> 00:37:56:	construction costs across countries.
00:37:57> 00:38:00:	So in some countries we see that a carbon fee
00:38:00> 00:38:05:	takes up less than 1% of construction costs, whereas in
00:38:05> 00:38:09:	other countries it might take up more than two, 3%
00:38:09> 00:38:10:	of construction costs.
00:38:11> 00:38:14:	So it really creates sort of a much stronger incentive
00:38:14> 00:38:18:	and sometimes it becomes almost sort of prohibitive to, to,
00:38:18> 00:38:22:	to, to business and and there you could say then
00:38:22> 00:38:24:	it it really starts to work.
00:38:24> 00:38:29:	Whereas in especially on the operational side in countries with
00:38:29> 00:38:33:	very low emission intensities from the grid, it's, it's sort
00:38:33> 00:38:35:	of, it becomes neglectable.
00:38:35> 00:38:38:	So we do see a need to, to sort of
00:38:39> 00:38:44:	differentiate also instead of taxing the full emissions, what we,
00:38:45> 00:38:49:	what we see as sort of a next iteration could
00:38:49> 00:38:54:	be to, to basically only tax everything above the quota
00:38:54> 00:38:58:	that could be a 1.5?? pathway and then tax that
00:38:58> 00:39:03:	much higher to really create that incentive to sort of
00:39:03> 00:39:06:	be on the on the 1.5 pathway of, of the
00:39:06> 00:39:08:	Paris Agreement.
00:39:09> 00:39:14:	So yeah, huge differences working across countries and of course
00:39:14> 00:39:18:	very different maturities across countries in sort of low carbon
00:39:18> 00:39:22:	building materials, all of the technologies for for the operational
00:39:23> 00:39:23:	side.
00:39:23> 00:39:26:	So, but, but what it creates is really that sort
00:39:26> 00:39:30:	of central awareness and it really sort of brings this
00:39:30> 00:39:34:	to the forefront of the development teams, the investment teams.
00:39:34> 00:39:37:	So everyone sort of works with it on in their
00:39:37> 00:39:38:	in their daily work.
00:39:38> 00:39:40:	And I think that's that's the biggest benefit.
00:39:42> 00:39:42:	Yeah.

00:39:42> 00:39:47:	We, I think in our operation, which concerns about Western
00:39:47> 00:39:52:	Europe, we do not see these large differences as you
00:39:52> 00:39:53:	encounter your own.
00:39:53> 00:39:58:	But it's, it's definitely interesting because I, I didn't think
00:39:58> 00:40:00:	of that before I met you.
00:40:00> 00:40:05:	And we had this, this discussion before because it's, it's
00:40:05> 00:40:09:	interesting to see what I think is necessary is that
00:40:09> 00:40:13:	you, you, you aim for going beyond legislation.
00:40:13> 00:40:17:	So that I think everything we we are aiming for
00:40:17> 00:40:20:	on 1 1/2 degree pathway is.
00:40:20> 00:40:24:	Is way beyond or beyond any legislation in any country,
00:40:24> 00:40:27:	because if you would just follow the legislation in the
00:40:27> 00:40:32:	Netherlands, for instance, you would easily cruise towards the 4??
00:40:32> 00:40:35:	global warming, even though we are committed to to to
00:40:35> 00:40:36:	reach 1 1/2 degrees.
00:40:37> 00:40:40:	So you've got to go beyond and I think a
00:40:40> 00:40:44:	lot of EU regulations that that have been and that
00:40:44> 00:40:49:	so during 24 and will be established in 25 will
00:40:49> 00:40:53:	really help us when it comes to carbon storage when
00:40:53> 00:40:55:	it comes to EPDB.
00:40:55> 00:40:58:	So it's, I think it's really that, that we are
00:40:58> 00:41:02:	now in, in, in an interesting time that there's, there's
00:41:02> 00:41:06:	coming support from legislation that really helps you to give
00:41:06> 00:41:10:	yourself, even if it's a voluntarily basis to, to, to
00:41:10> 00:41:13:	get carbon in your cases and to, to really work
00:41:13> 00:41:14:	with it.
00:41:14> 00:41:17:	And, and to have a framework so that it's, it's,
00:41:17> 00:41:20:	it's, you can benchmark it to, to all the countries
00:41:20> 00:41:23:	that are in, in the European Union and, and the
00:41:23> 00:41:27:	UK is actually following as well, sometimes leading, sometimes following.
00:41:27> 00:41:31:	So I think it's really interesting times and there's lots
00:41:31> 00:41:32:	of opportunities there.
00:41:32> 00:41:34:	And there's, there's nothing to be scared of.
00:41:34> 00:41:37:	It's just that you, you can have some brave moves
00:41:38> 00:41:40:	and there's plenty of room to exercise.
00:41:40> 00:41:43:	But we've, we've got to speed up as as we
00:41:43> 00:41:44:	already know, yeah.
00:41:46> 00:41:50:	Yeah, that's interesting thinking about the kind of tax and
00:41:50> 00:41:53:	and legislation side of it, because one of the things
00:41:53> 00:41:56:	we hear when we talk to the industry is how

00:41:56> 00:41:59:	the sort of potential for the tax coming down the
00:41:59> 00:42:02:	line with ETS2 potentially has been a bit of a
00:42:02> 00:42:02:	driver.
00:42:02> 00:42:05:	But from what you've all said, that's not been mentioned
00:42:05> 00:42:08:	yet as a as an incentive for introducing it yourselves.
00:42:08> 00:42:11:	And I wonder is that coming up in conversation perhaps
00:42:11> 00:42:15:	with other other colleagues or other industry peers or is
00:42:15> 00:42:18:	it just not, not so much of A consideration for
00:42:18> 00:42:18:	you?
00:42:20> 00:42:21:	Yeah, I did it.
00:42:21> 00:42:24:	It does come across sometimes with peers.
00:42:27> 00:42:30:	It it's, it's a taxonomy is coming our way.
00:42:30> 00:42:33:	So you've got you, you just know that it will
00:42:33> 00:42:37:	be entered 262728 somewhere, maybe it gets postponed a little
00:42:37> 00:42:40:	bit, but it will be there in the end.
00:42:40> 00:42:44:	So every development that you touch today will be will
00:42:44> 00:42:47:	be affected by it and you will have a 10
00:42:47> 00:42:51:	year operation probably as I said it before, before you
00:42:51> 00:42:54:	have another opportunity to, to change.
00:42:54> 00:42:59:	So it's you better just make sure that you you
00:42:59> 00:43:04:	hit these future fit targets in your energy intensity for,
00:43:04> 00:43:06:	for your assets.
00:43:06> 00:43:09:	And then you should be safe for, for carbon emissions.
00:43:09> 00:43:14:	And then you've got to know that the embodied carbon
00:43:14> 00:43:17:	in the life cycle will be half the carbon.
00:43:17> 00:43:20:	So around half will be the operational carbon.
00:43:20> 00:43:22:	And then I think about half of the what is
00:43:22> 00:43:25:	carbon will be in your initial process for development.
00:43:26> 00:43:29:	And then the other two quarters will be spent during
00:43:29> 00:43:31:	the operation and at the end of life.
00:43:31> 00:43:34:	So it's it's something that you need to take into
00:43:34> 00:43:34:	account.
00:43:34> 00:43:36:	It's not just operational.
00:43:38> 00:43:41:	And I would say to a great extent it's already
00:43:41> 00:43:41:	here.
00:43:42> 00:43:46:	It's just not hitting us directly as asset managers or
00:43:46> 00:43:50:	asset owners, but it hits our value chain and the
00:43:50> 00:43:55:	the building materials are already subject to emission schemes and
00:43:55> 00:43:58:	carbon tax in in many countries.
00:43:59> 00:44:02:	So it's already here when it comes to especially embodied

00:44:02> 00:44:05:	emissions and on operational emissions.
00:44:05> 00:44:08:	We also do see it sort of at the, at
00:44:08> 00:44:11:	the at the source when it, when it comes to
00:44:11> 00:44:12:	energy generation.
00:44:14> 00:44:16:	So it's, it's hitting us and it's going to
00:44:16> 00:44:17:	continue to do that.
00:44:18> 00:44:21:	But but in the near future, we don't see sort
00:44:21> 00:44:24:	of us as a as a building owner sort of
00:44:24> 00:44:25:	being taxed directly.
00:44:26> 00:44:29:	But of course this helps us always keeping track of
00:44:29> 00:44:33:	our exposure if if that would be the case, right?
00:44:35> 00:44:38:	And actually Janine, someone's just asked in the in the
00:44:38> 00:44:40:	question about how it sits with the UK given it's
00:44:40> 00:44:41:	but not part of the EU.
00:44:42> 00:44:42:	Yeah.
00:44:42> 00:44:43:	So I've just seen that.
00:44:43> 00:44:48:	So UK, the consultation for the UK green taxonomy was
00:44:48> 00:44:51:	released a couple of weeks ago.
00:44:51> 00:44:54:	So let's see what happens with that consultation.
00:44:56> 00:45:00:	I mean, we've always seen this as being about de
00:45:00> 00:45:05:	risking as opposed to sort of responding to potential taxes
00:45:05> 00:45:08:	or, you know, looking for incentives.
00:45:08> 00:45:11:	And so we saw it as a way of making,
00:45:11> 00:45:17:	I guess, our portfolio more climate resilient because of having
00:45:17> 00:45:22:	the actual internal carbon price and actually sort of driving
00:45:22> 00:45:26:	a better outcome in terms of how close to, let's
00:45:26> 00:45:29:	call it, net zero for now, net 0 carbon.
00:45:29> 00:45:31:	Our buildings were that we were developing.
00:45:31> 00:45:32:	And so it was.
00:45:32> 00:45:35:	So for us, it's very much, it was much more
00:45:35> 00:45:40:	around de risking climate resilience, driving down our embodied carbon
00:45:40> 00:45:46:	emissions, driving down our carbon footprint more generally and behavioural
00:45:46> 00:45:46:	change.
00:45:46> 00:45:50:	Because actually what we found with it was that the
00:45:50> 00:45:53:	internal comp prices had a huge impact on our supply
00:45:53> 00:45:57:	chain because it means that when they're bringing proposals
	to
00:45:57> 00:46:01:	us, they are having to actually calculate the carbon impact
00:46:01> 00:46:01:	upfront.
00:46:02> 00:46:04:	So the legislation is there.
00:46:04> 00:46:06:	It's, it's something to think about.

00:46:07> 00:46:10:	It's so it's something that we have to take into
00:46:10> 00:46:15:	account when we're making decisions, but it is absolutely not
00:46:15> 00:46:17:	and never has been a driver for us.
00:46:18> 00:46:22:	So but, but ultimately, and as has already been said,
00:46:22> 00:46:26:	you know, indirectly EU taxonomy also impacts us because we
00:46:26> 00:46:31:	have investors who are investing in businesses across the EU
00:46:31> 00:46:32:	as well as the UK.
00:46:32> 00:46:36:	So essentially they're using many of the same thought processes
00:46:36> 00:46:38:	to look at us as they are for our EU
00:46:38> 00:46:39:	peers.
00:46:39> 00:46:42:	So, so I don't think there's a huge differentiation actually
00:46:42> 00:46:46:	between how you would look at it from AUK perspective
00:46:46> 00:46:48:	to that of an EU perspective.
00:46:49> 00:46:52:	Yeah, thank you and thanks to everyone who's submitting in
00:46:52> 00:46:53:	questions.
00:46:53> 00:46:55:	We're just going to get through go through a few
00:46:55> 00:46:56:	of those now.
00:46:56> 00:46:58:	So appreciate you sending it in.
00:46:59> 00:47:02:	One of the ones I thought was quite interesting is
00:47:02> 00:47:05:	we've talked about interactions with value chains.
00:47:05> 00:47:09:	Deneen, you were, you were just mentioning it there, but
00:47:09> 00:47:12:	someone's asking, have you seen interest in this topic from
00:47:12> 00:47:16:	the building building users, so the tenants and the occupier
00:47:16> 00:47:17:	side of things?
00:47:19> 00:47:22:	So what we found with our with our building occupiers
00:47:22> 00:47:25:	is it very much depends upon the occupier as to
00:47:25> 00:47:29:	what the what the conversation, how the conversation works on
00:47:29> 00:47:30:	sustainability.
00:47:31> 00:47:35:	So Clifford Chance, who have taken space at our two
00:47:35> 00:47:41:	Oldhambury Square development, they have been very engaged in what
00:47:41> 00:47:47:	we've been doing from a sustainability perspective more generally on
00:47:47> 00:47:50:	the net 0 carbon buildings agenda.
00:47:50> 00:47:52:	And so in turn, the internal carbon price was part
00:47:52> 00:47:53:	of that conversation.
00:47:54> 00:47:57:	But I do think it's been more effective with our
00:47:57> 00:47:59:	supply chain than perhaps it has been with our customers.
00:47:59> 00:48:02:	And the conversation is slightly different from our customer

	perspective.
00:48:02> 00:48:04:	That would be my observation.
00:48:04> 00:48:07:	It also depends on the size of the business that
00:48:07> 00:48:11:	we're working with from our building occupiers as to whether
00:48:11> 00:48:16:	when the conversation happens and, and and what questions they're
00:48:16> 00:48:16:	asking.
00:48:22> 00:48:23:	Any thoughts?
00:48:23> 00:48:26:	Johann Martin from the occupier side or not seen much
00:48:26> 00:48:27:	yet?
00:48:27> 00:48:28:	Not really.
00:48:28> 00:48:34:	We, we work with obviously retail and residents, so not
00:48:34> 00:48:35:	much offices.
00:48:35> 00:48:39:	I think for offices it's, it's really a game changer
00:48:39> 00:48:43:	because everyone understands that you need a really well performing
00:48:44> 00:48:47:	office because it's, it's the showcase of your company.
00:48:47> 00:48:51:	So it's, it has much more reputational damage issues than
00:48:51> 00:48:56:	than, than, than than residential or retail because residential retail
00:48:56> 00:49:01:	are basically still driven by location, location, location that of
00:49:01> 00:49:06:	course there's, there's there's large companies in retail that, that
00:49:06> 00:49:09:	do have an obligation for CSOD as well.
00:49:09> 00:49:11:	So there will be in the end chasing the same
00:49:11> 00:49:13:	information as we are.
00:49:13> 00:49:16:	So there there is a way to to work together
00:49:16> 00:49:20:	and to see how we can change behavior or get
00:49:20> 00:49:22:	more energy efficient.
00:49:22> 00:49:23:	So yeah, for sure.
00:49:25> 00:49:29:	And then someone's asking a question directly about the suppliers
00:49:29> 00:49:33:	and how you sort of how carbon pricing is discussed
00:49:33> 00:49:33:	with them.
00:49:34> 00:49:37:	Do you include it in the context of contractual agreements?
00:49:37> 00:49:39:	Is it does it go that far or is it
00:49:39> 00:49:40:	more of a a general discussion?
00:49:42> 00:49:49:	Well, we've just issued new requirements.
00:49:49> 00:49:52:	So in in our design brief, which also takes the
00:49:52> 00:49:56:	carbon case into account, which makes them clear that what
00:49:56> 00:49:59:	to what amount or to what extent we need the
00:49:59> 00:50:02:	information on the bodies carbon through our design teams.
00:50:03> 00:50:06:	And that will then be translated in in their designs

00:50:07> 00:50:10:	and and their requests to the to the suppliers as
00:50:10> 00:50:10:	well.
00:50:13> 00:50:16:	I mean, I think from our perspective, we've been pretty
00:50:16> 00:50:20:	clear from the off that we have the internal carbon
00:50:20> 00:50:23:	price and the implications on our development, excuse me, on
00:50:24> 00:50:25:	our development schemes.
00:50:26> 00:50:30:	It helps that it's an actual price, whether that's concerned
00:50:30> 00:50:34:	because ultimately it does impact where the development lands at
00:50:34> 00:50:37:	the end in terms of, you know, whether it's on
00:50:37> 00:50:38:	budget or not.
00:50:38> 00:50:42:	And our project teams work quite hard to actually bring
00:50:42> 00:50:46:	down what they're going to be paying in internal carbon
00:50:46> 00:50:47:	price.
00:50:47> 00:50:50:	And in in a way that's what's driven the behavioural
00:50:50> 00:50:53:	change because they make it their business to reduce the
00:50:53> 00:50:56:	amount that they're putting into our decarbonisation fund because it
00:50:56> 00:51:00:	essentially allows them to spend their contingency in other places.
00:51:01> 00:51:04:	So that's a that's a sort of really helpful mechanism
00:51:04> 00:51:04:	for us.
00:51:04> 00:51:08:	So yeah, it's discussed upfront and as part of calculating
00:51:08> 00:51:11:	what the target and body carbon is going to be
00:51:11> 00:51:13:	for that particular development as well.
00:51:14> 00:51:18:	But in terms of sort of clauses in contracts, we're
00:51:18> 00:51:22:	not at the point yet where we're holding our development
00:51:22> 00:51:27:	partners to delivering a particular in body carbon target because
00:51:27> 00:51:31:	actually we're preferring to take the approach where you know
00:51:32> 00:51:34:	much more and the word gets overused.
00:51:34> 00:51:35:	But I'm going to use it anyway.
00:51:35> 00:51:39:	A much more collaborative approach with our supply chain where
00:51:39> 00:51:43:	we come to the table with different sort of potential
00:51:43> 00:51:47:	solutions to to a problem and work around it together.
00:51:49> 00:51:54:	I would say among the building material producers and manufacturers,
00:51:54> 00:51:57:	there's already a very high awareness of this.
00:51:57> 00:52:03:	They are sort of increasingly delivering products to market that
00:52:03> 00:52:07:	are sort of far advanced in, in, in decarbonisation.

00:52:09> 00:52:13:	Then with our contractors, we have used the price actively
00:52:13> 00:52:17:	and and sometimes we've even had sort of mechanisms with
00:52:17> 00:52:21:	contractors where we could actually sort of pay them a
00:52:21> 00:52:25:	bonus payment if they would be able to decrease the
00:52:25> 00:52:28:	whole life footprint of a building.
00:52:28> 00:52:32:	And so sort of passing that financial incentive on to
00:52:32> 00:52:36:	our contractors, which has been been been helpful, but always
00:52:36> 00:52:40:	sort of in connection with the with the targets and
00:52:40> 00:52:44:	sort of setting a quota basically for the contractor to
00:52:44> 00:52:48:	hit, whether it being sort of an upfront embodied target
00:52:48> 00:52:51:	with a whole life emissions target as well.
00:52:52> 00:52:55:	And just touching on the Occupy, I would say, yeah,
00:52:55> 00:52:59:	we haven't really gotten any attention from occupiers on the
00:52:59> 00:53:01:	on the carbon price in particular.
00:53:01> 00:53:05:	They are much more focused on getting information about the
00:53:05> 00:53:10:	actual emissions of the building, mainly operational, in some cases
00:53:10> 00:53:13:	embodied, but in order to be able to do their
00:53:13> 00:53:17:	own reporting, to showcase their own sort of pathway.
00:53:17> 00:53:22:	But but yeah, the mechanism works much better towards sort
00:53:22> 00:53:24:	of the supply chain.
00:53:25> 00:53:26:	Thank you.
00:53:27> 00:53:30:	Someone is asking what are the benefits, sort of additional
00:53:30> 00:53:34:	benefits of using a carbon price rather than just measuring
00:53:34> 00:53:35:	your carbon.
00:53:35> 00:53:37:	And I suppose we've heard a bit about the fee
00:53:37> 00:53:37:	paying.
00:53:37> 00:53:40:	But on the the shadow accounting side of things, have
00:53:41> 00:53:43:	you seen a sort of additional benefits of of moving
00:53:44> 00:53:46:	to that shadow carbon price on top of just measuring
00:53:47> 00:53:48:	what carbon is being used?
00:53:49> 00:53:52:	I would say it does make a difference if you
00:53:52> 00:53:55:	have your business case and in the end the profits.
00:53:56> 00:54:00:	And then there's this figure that says, but minus because
00:54:00> 00:54:04:	of your carbon impacts, which should actually move people to,
00:54:04> 00:54:07:	to to want to make that, that, that figure as
00:54:07> 00:54:09:	small as possible.
00:54:10> 00:54:14:	But then of course, probably the, the building costs in
00:54:14> 00:54:17:	the, in the business case itself might rise.
00:54:17> 00:54:20:	But fortunately the building costs or the material costs are

00:54:20> 00:54:24:	not the only are not well determining everything in the
00:54:24> 00:54:25:	business case.
00:54:25> 00:54:29:	So it is challenging so because you still got to
00:54:29> 00:54:31:	be within these margins.
00:54:33> 00:54:37:	And, and in our experience there sort of to make
00:54:38> 00:54:42:	the real impactful choices, a carbon fee of say 90,
00:54:42> 00:54:46:	even maybe ???200 per tonne is, is not enough or
00:54:47> 00:54:48:	has not been enough.
00:54:48> 00:54:53:	Like for example, to replace a concrete construction with a
00:54:53> 00:54:57:	timber construction at least sort of in the past couple
00:54:57> 00:55:01:	of years that had has had has had a much
00:55:01> 00:55:02:	higher price.
00:55:02> 00:55:05:	And we are, we have seen that price coming down.
00:55:05> 00:55:08:	But sort of to be first mover on some of
00:55:08> 00:55:12:	these sort of more heavy levers in the in the
00:55:12> 00:55:12:	toolbox.
00:55:13> 00:55:16:	A carbon fee of this level is not always enough
00:55:16> 00:55:17:	to incentivize that.
00:55:17> 00:55:19:	And that's when you need sort of the the targets
00:55:19> 00:55:20:	and the quota as well.
00:55:24> 00:55:29:	Yeah, I think it's, it's interesting these these targets we've
00:55:29> 00:55:33:	seen, I think the, the province of Itrecht in the
00:55:33> 00:55:37:	Netherlands used 1200 or so or 900, I don't know.
00:55:37> 00:55:40:	And, and no, 875 I think.
00:55:40> 00:55:44:	And Amsterdam moved towards for 80 or so something, well
00:55:44> 00:55:49:	half, half of Itrecht, which is interesting because they they
00:55:49> 00:55:52:	have tried to make a true, true price.
00:55:53> 00:55:56:	But there's also people saying, well, this is definitely not
00:55:56> 00:55:57:	a true price.
00:55:57> 00:56:00:	If you take everything in the chain into consideration, it,
00:56:00> 00:56:02:	it might as well be 1500.
00:56:02> 00:56:06:	So yeah, there's it's, I think most people stick to
00:56:07> 00:56:11:	around 100 because that makes a bit more sense to
00:56:11> 00:56:14:	relating it to your business case.
00:56:15> 00:56:19:	We took the International Energy Agency figure, they have
00:56:20> 00:56:22:	drawn a graph where they expected to be going.
00:56:22> 00:56:26:	So it's around 120, maybe slightly higher already, but that's
00:56:26> 00:56:30:	why we started with 120 and the experience will then
00:56:30> 00:56:33:	learn if if we need to tweak the figures or
00:56:33> 00:56:33:	not. Thank you
00:56:35> 00:56:35:	Thank you.

00:56:36> 00:56:39:	Unfortunately, we are quickly running out of time and there's
00:56:39> 00:56:41:	been some great questions sent in mostly towards the end.
00:56:41> 00:56:43:	So I'm sorry we didn't have a chance to address
00:56:43> 00:56:44:	all of them.
00:56:44> 00:56:46:	Please do e-mail them to me.
00:56:46> 00:56:48:	I'm not sure we can see exactly who you are
00:56:48> 00:56:51:	via Zoom and we will do our best to get
00:56:51> 00:56:52:	back to you on those.
00:56:52> 00:56:55:	I have a final question for the panel and that
00:56:55> 00:56:58:	is we've seen a great amount of interest in carbon
00:56:58> 00:57:00:	pricing just from this webinar alone.
00:57:01> 00:57:04:	Very quickly perhaps in a sentence or two, could you
00:57:04> 00:57:07:	give us what your what advice you would give for
00:57:07> 00:57:10:	those looking at implementing a carbon price?
00:57:12> 00:57:14:	Martin, would you like to start?
00:57:14> 00:57:19:	Yeah, I would definitely say start registering recording your embodied
00:57:19> 00:57:22:	carbon emissions just for the sake of it to have
00:57:22> 00:57:25:	the data even if you if you are struggling to
00:57:25> 00:57:28:	introduce any carbon pricing tool or whatsoever you need the
00:57:29> 00:57:29:	data.
00:57:29> 00:57:31:	So I'm now looking back at at projects that we
00:57:31> 00:57:33:	started two years ago.
00:57:33> 00:57:35:	If if I can get a grip on this day
00:57:35> 00:57:37:	of on this data.
00:57:37> 00:57:39:	So to have a little bit more than have to
00:57:39> 00:57:40:	having to wait for three years.
00:57:40> 00:57:44:	So definitely start start collecting.
00:57:45> 00:57:46:	Thank you, Janine.
00:57:47> 00:57:49:	So yeah, get started.
00:57:50> 00:57:53:	And I think the other thing is, is get everybody
00:57:53> 00:57:55:	you need on board.
00:57:56> 00:58:00:	Behavioural change can only happen if you talk to everybody
00:58:00> 00:58:04:	impacted by what you're, what you're, what you're doing and
00:58:04> 00:58:06:	make sure that you get their buy in.
00:58:06> 00:58:06:	Thank.
00:58:07> 00:58:08:	You and Johan.
00:58:09> 00:58:09:	Yeah.
00:58:09> 00:58:12:	I would say sort of consider the purpose real carefully
00:58:12> 00:58:16:	and because that will inform your decisions on whether you
00:58:16> 00:58:19:	need a physical payment or a shadow price.
00:58:19> 00:58:22:	And if you're going down the road of a physical

00:58:22> 00:58:24:	payment, sort of, you need to get your CFO on
00:58:24> 00:58:25:	board very quickly.
00:58:27> 00:58:29:	Amazing, really, really powerful advice there.
00:58:29> 00:58:32:	And I feel like we could have continued this conversation
00:58:32> 00:58:34:	on, but really appreciate that for our attendees.
00:58:34> 00:58:37:	We do have a quick poll for you to fill
00:58:37> 00:58:39:	in, just a quick bit of feedback.
00:58:40> 00:58:43:	It should just take you literally 30 seconds to fill
00:58:43> 00:58:44:	in three questions.
00:58:44> 00:58:47:	We'd really appreciate your feedback on that.
00:58:48> 00:58:51:	And while you're doing that, I'd just like to tell
00:58:51> 00:58:54:	you about another webinar that we have happening at ULI
00:58:54> 00:58:55:	tomorrow.
00:58:56> 00:59:00:	So this is showcasing the awards for excellent winners.
00:59:00> 00:59:04:	You can see the the five projects on the screen
00:59:04> 00:59:04:	there.
00:59:05> 00:59:06:	Please do join us.
00:59:07> 00:59:09:	We can you'll be able to find the link etcetera
00:59:10> 00:59:10:	on our website.
00:59:11> 00:59:13:	And finally, I just want to say a huge thank
00:59:13> 00:59:15:	you to the panelists.
00:59:15> 00:59:16:	Thank you to everyone for joining us.
00:59:17> 00:59:19:	I think I'm allowed to say Merry Christmas, but I'm
00:59:19> 00:59:21:	I'm not sure, but I'm going to do it.
00:59:21> 00:59:24:	Merry Christmas to everyone and see you next time.
00:59:24> 00:59:25:	Thank you very much.
00:59:28> 00:59:28:	Thank you.
00:59:28> 00:59:28:	Thanks.

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