



Lamington Group

One Planet Living® leadership review
February 2023



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Report overview

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Organisation:

Lamington Group

Project type:

Real estate

Description:

Lamington Group is a group of family-owned real estate investment, development and operational businesses specialising in accommodation, and is based in the UK.

Though it already has ambitious carbon reduction plans, it has chosen One Planet Living as its sustainability framework to address environmental, social, and economic sustainability in a holistic manner across the business.

Reviewer:

Nicole Lazarus

Sign-off and quality review:

Joe Pitts-Cunningham

Date of review:

February 2023



Leadership status:



One Planet
Living®

Leader
2023

Bioregional and One Planet Living

Bioregional and One Planet Living

About Bioregional

Bioregional is a purpose-led sustainability consultancy. It has worked in over 20 countries on sustainable development, working with local communities, cities, and companies.

Bioregional devised the One Planet Living framework in 2003 with WWF, based on our experiences creating the multi-award-winning BedZED in South London, the UK's first large-scale sustainable community. One Planet Living has guided the development of real estate across the world, shaping exemplar communities that enable sustainable living.



About One Planet Living

One Planet Living® is a vision of a world where it is easy and attractive to live happy, healthy lives within the limits of our Earth's resources.

We need this vision because if everyone lived as we do in Western Europe, we would need almost three planets to support us. The measure of this is called 'ecological footprinting'. Meanwhile, many lack what they need for a good life, and wildlife is being pushed out to make room for our demands.

The One Planet Living framework consists of 10 principles which cover the activities that drive resource consumption, and the elements that form the basis of a good life for everyone. The principles are used to identify the needs in a local area, to relate these to the planetary bottom-line, and then to structure responses to those needs.

	Health and happiness
	Equity and local economy
	Culture and community
	Land and nature
	Sustainable water
	Local and sustainable food
	Travel and transport
	Materials and products
	Zero waste
	Zero carbon energy



One Planet Living® | A framework by Bioregional

What is a One Planet Living leadership review?

What is a One Planet Living leadership review?

A review is when you open your action plan to scrutiny from a suitable qualified expert from Bioregional (or one appointed by us). It will include:

- Reviewing the action plan as a whole and providing advice and suggestions on how it might be improved
- Evaluating it against several criteria including impact, systems change, ambition and delivery
- Assessing the action plan against the One Planet Living goals and guidance and local industry best practice.
- You can then discuss whether your action plan could be a candidate for leadership recognition.

This document reviews the action plan created by Lamington Group.



Review summary and highlights

Review summary

Lamington Group is a group of family-owned real estate investment, development and operational businesses specialising in accommodation, and is based in the UK. Though it already has ambitious carbon reduction plans, it has chosen One Planet Living as its sustainability framework to address environmental, social, and economic sustainability in a holistic manner across the business.

In 2021, Lamington Group set an industry-first target of delivering whole-life net-zero carbon across the future development and operation of its 'hometels'.

Lamington Group has also committed to achieving net zero across Scopes 1 and 2 by 2030. The targets form part of the Group's 2030 Net Zero Carbon Roadmap, which details the actions required for the company to reach its 1.5C aligned target.

Following a detailed review of the One Planet Living Action Plan, we are pleased to endorse Lamington Group as a One Planet Living Leader for 2023.

This review contains recommendations for further measures. We hope Lamington Group will return in future years for further reviews of its progress in achieving its ambitious and bold action plan.



One Planet
Living®




Leader
2023



Action plan summary

Action plan summary

Bioregional uses a simple red/amber/green traffic-light approach to indicate how well the action plan addresses the One Planet Living principle and their goals. More detailed comments and recommendations are in the 'full review' section.

-  Well addressed
-  Adequately addressed
-  Not fully addressed

 <p>Health and happiness</p>	Comprehensive action plan targets for employees, guests, neighbours, and supply chain community.		 <p>Local and sustainable food</p>	Good comprehensive approach for staff, guests, and suppliers.	
 <p>Equity and local economy</p>	Good range of measures to improve gender equality and a comprehensive approach to supporting local businesses, addressing human rights issues through supply chain, and being a good employer.		 <p>Travel and transport</p>	Action plan commits to researching and communicating low-carbon travel options for all sites. This principle is going to require more specific and substantial measures to achieve net zero.	
 <p>Culture and community</p>	Strong on sustainability culture, both internally, with neighbours at each site, with supply chain. Similarly with heritage and history in the neighbourhoods where it operates.		 <p>Materials and products</p>	Comprehensive approach to supply chain engagement and analysis. Whole life carbon analysis is excellent. Opportunity for procurement guidelines and specifications in future years.	
 <p>Land and nature</p>	Demonstrating a great approach to integrating nature into its built environment through green roofs and internal plants. The action plan does not yet address site selection for new acquisitions.		 <p>Zero waste</p>	Plans to be a zero-waste organisation. But there is a gap on reducing other types of waste other than single-use plastic.	
 <p>Sustainable water</p>	Commits to tracking water consumption data and installing low flow taps and showers.		 <p>Zero carbon energy</p>	Zero-carbon roadmap provides a solid baseline. Impressive retrofit targets for existing stock. Great use of PV and heat pumps.	

Overall leadership assessment

Overall leadership assessment

Scope

Highlights

The Net Zero Carbon Roadmap provides a superb baseline from which to tackle all carbon related impacts, covering scopes 1, 2 and 3.

The action plan addresses all 10 of the One Planet Living principles in creative, holistic, and inspiring ways.

Opportunities

One potential gap in scope is on the selection of sites for new properties. It is currently unclear what sustainability criteria are applied when identifying sites for new developments and new property acquisitions.

Lamington Group is made up of several trading enterprises and another potential gap in scope is the consistent delivery of One Planet Living goals across all activities.

Transformation

Highlights

There is clear commitment from the group's top management team to addressing the climate crisis. Efforts have been championed by Robert Godwin, the Managing Director, and led by the dedicated sustainability team, who have attended One Planet Living training.

Internal sustainability culture and values are being nurtured in all departments through a Team Planet campaign. Team Planet awards points against the 10 One Planet Living principles for actions in employee's personal lives and at work. There are monthly workshops and in 2021, there were 40 participants. Positive action is financially incentivised. Bioregional is interested to know more about how this works.

The group's website communicates this commitment brilliantly. Lamington Group is a great champion for sustainability and climate action in the hospitality sector.

Ambition

Highlights

The outcomes in the action plan align with the One Planet Living goals across all 10 principles.

Lamington Group is already working with its supply chain to identify partners with values that align with its own. It has the potential to bring about systemic change in UK hospitality.

It is also committed to communicating sustainability to its guests, another channel for catalysing wider systemic change.

The group commits to publishing scope 1, 2 and 3 emissions annually, providing both transparency on this topic and the data the team needs to manage the journey to zero carbon.

Opportunities

In recognition of Lamington Group's leadership in implementing One Planet Living, Bioregional would welcome ideas for jointly communicating its successes to the wider hospitality industry.

Review in full

1

Health and happiness

Encouraging active, social, meaningful lives to promote good health and wellbeing



Headline outcome:

Lamington Group is working to enhance the mental and physical health of its employees, guests, neighbours, and supply chain community

Physical health

Highlights

- Comprehensive action plan targets for employees, guests, neighbours, and supply chain community.
- Low VOC paint specified for all refresh projects.

Happiness and wellbeing

Highlights

- High quality, well-lit working spaces with lots of plants.
- Action plan includes a target 20% of employees to receive a promotion each year.

2

Equity and local economy

Creating safe, equitable places to live and work that support local prosperity and international fair trade



Headline outcome:

Lamington Group is working to improve diversity and equality within its organisation and support a vibrant local economy

Diversity and equality of opportunity

Highlights

- Good range of measures to improve gender equality, including a female mentoring scheme and school outreach.
- Plans to address any gender pay gap and to have unconscious bias training. Plans to track diversity and report annually.

Opportunities

- Lamington Group's staff profile gives an impression of being very white male.
- It would be great to see some proactive initiatives to address locally specific equity or diversity challenges. The Lamington team are creative and innovative and could develop some great initiatives, perhaps involving staff or guests, supporting local social enterprises. Perhaps offering work experience to under privileged youngsters from diverse backgrounds. It would be great to see an inspiring initiative in each location where Lamington works.

Vibrant local economy

Highlights

- Comprehensive approach to:
 - supporting local businesses,
 - addressing human rights issues through supply chain
 - being a good employer.

3

Culture and community

Nurturing local identity and heritage, empowering communities and promoting a culture of sustainable living



Headline outcome:

Lamington Group is creating a culture of sustainability and nurturing the heritage and history where it operates

Local culture and heritage

Highlights

- Connections with local artists in each location.
- 'Art in the Age of Now' exhibition opened up a derelict building prior to refurbishment.

Active citizenship and sustainability culture

Highlights

- The action plan seems nice and strong on sustainability culture, both internally, with neighbours at each site, with supply chain. Similarly with heritage and history in the neighbourhoods where it operates.
- Team Planet runs monthly workshops, regular communications, and financially incentivised actions.
- Commitment to deliver One Planet Living induction to 100% of employees.

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Land and nature

Protecting and restoring land for the benefit of people and wildlife



Headline outcome:

Lamington is demonstrating a great approach to integrating nature into its built environment

Integrating and enhancing nature

Highlights

- Lamington is integrating nature into its built environment through green roofs and internal plants.
- Adoption of biophilic design principles.
- Conducting ESG due diligence on all new acquisitions.
- Lamington has committed to a 20% biodiversity net gain for new sites.

Opportunities

- The action plan does not address site selection for new acquisitions.

- Lamington should seek to secure sites and projects with low biodiversity value.
- We recommend additional targets, given the growth plans for the estate portfolio.
- Recommend a checklist and sustainability criteria to be applied to all new site acquisitions.
- Some One Planet Living partners have benefitted from great partnerships with local wildlife trusts or similar. There may be opportunities like this for Lamington Group.

Engage people in the value of nature

Highlights

- Promoting natural attraction sites to all guests from 2022.

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Sustainable water

Using water efficiently, protecting local water resources and reducing flooding and drought



Headline outcome:

Lamington Group is committed to tracking water usage and supporting guests to reduce consumption

Water efficiency

Highlights

- The action plan commits to tracking water consumption data and installing low flow taps and showers.

Opportunities

- A lot of Lamington operations are currently in the southeast of England where water stress is a significant issue.
- Suggest communicating with guests on the importance of enjoying their shower but not wasting water.

Surface water management

Highlights

- Innovative blue roof at Chiswick catches 50,000L of water to prevent

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Local and sustainable food

Promoting sustainable, humane farming and healthy diets high in local, seasonal organic food and vegetable protein



Headline outcome:

Lamington Group is working with suppliers to create more local, sustainable food offerings for staff and guests

Local and sustainable food offerings

Highlights

- Good comprehensive approach for staff, guests, and suppliers.
- Plans to build sustainable food relationships in each location.

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Travel and transport

Reducing the need to travel, and encouraging walking, cycling and low-carbon transport



Headline outcome:

Lamington Group is exploring low-carbon travel options for all staff and guests

Promote low-carbon and active modes of transport

Highlights

- Action plan commits to researching and communicating low-carbon travel options for all sites.
- Employee travel policy is comprehensive, including work from home, cycle to work, secure bike storage, Team Planet incentives.

Opportunities

- Given this accounts for ~50% of Lamington Group emissions, Bioregional is interested to see a more detailed breakdown of transport related emissions.
- Recommend production of a detailed sustainable travel plan guests once travel data and analysis is available.
- This principle is going to require more specific and substantial measures to achieve net zero.
- Suggest some incentives for guests to visit by low-carbon means. Eg discounts on stay, discounts at local sustainable food outlets or complementary nature-based outings.

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Materials and products

Using materials from sustainable sources and promoting products that help people reduce consumption



Headline outcome:

Lamington Group is committed to sourcing low-carbon, locally sourced materials to build and furnish its sites

Taking a whole life carbon approach

Highlights

- The action plan commits to embodied carbon analysis for all new build and refurbishment activity, targeting average 500kgCO₂/m² for all new builds.
- Whole life carbon analysis is excellent.
- Commitment to one circular economy project per year.
- Action plan includes an offset strategy for embodied carbon.

Opportunities

- How can internal specifications optimise durability and minimise cyclical refresh works such as flooring, kitchen, and bathroom refits? Likely addressed through a whole life carbon approach but interested to know more.

Sourcing materials and products with minimum impact

Highlights

- The action plan proposes a comprehensive approach to supply chain engagement and analysis.
- Commitment to source low-carbon concrete, insulation, and acoustic panelling.
- Locally sourced bespoke refurbished furniture.
- Carpets made from recycled fishing nets.

Opportunities

- Paint is a high impact material that could potentially be needed often for refresh. Interested in how this impact can be minimised.

- Bioregional is interested to see procurement guidelines and specifications in future years.

9

Zero waste

Reducing consumption, re-using and recycling to achieve zero waste and zero pollution



Headline outcome:

Lamington Group aims to become a zero-waste organisation

Zero waste to landfill

Highlights

- Three-in-one segregated waste bins being used in room2Chiswick.
- Waste contractors selected who can offer zero waste to landfill.
- Food waste collections go to anaerobic digester but the action plan includes plans to introduce composting at some sites.

Opportunities

- The action plan refers to zero waste as including waste to energy disposal route.
- Waste reduction is the first step in a zero-waste strategy but actions and indicators against this outcome are limited to just plastic. Single-use plastic may well be the best place to start but there seems to be a gap here on reducing other types of waste.

Reduce construction waste

Highlights

- Waste for development projects is monitored and reported on by contractors.

Opportunities

- Construction waste target of 70% is below other One Planet Living Leaders. However smaller building sites make 96% landfill diversion harder than larger sites.

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Zero carbon energy

Making buildings and manufacturing energy efficient and supplying all energy with renewables



Headline outcome:

Lamington Group aims to deliver ground-breaking, whole-life net-zero carbon hotels

Energy efficient buildings

Highlights

- Zero-carbon roadmap provides a solid baseline.
- SBTi-approved science-based targets, including a 46% reduction of scope 1 and 2 by 2030, from 2019 baseline.
- room2Chiswick already demonstrates the team's ability to deliver ground-breaking new build schemes, being a whole-life net-zero carbon hotel.
- Impressive retrofit targets for existing stock, targeting deep retrofit on eight apartments-per-year and retrofit of own offices, and hotels in Hammersmith and Southampton by 2025.
- Great use of PV and heat pumps, great strategy to go all electric.
- Procuring only A+ rated electrical goods.

100% renewable energy

Highlights

- Switching to green tariff at first opportunity in 2023.

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