

7. Impact inside the EBRD

The EBRD's first GRI disclosure report

The EBRD published its first standalone Global Reporting Initiative (GRI) disclosure report in 2020, using Global Reporting Initiative Standards to structure its contents. The GRI disclosure report complements the *Sustainability Report* in enabling stakeholders to gain a comprehensive overview of the EBRD's approach to ESG issues. Some of the material included in the *Sustainability Report* in previous years can now be found in the *Sustainability reporting disclosures for 2020 in accordance with the GRI Standards*.

The Headquarters project

Sustainability is at the heart of the EBRD's vision for the interior design and fit-out of its future Headquarters at 5 Bank Street, Canary Wharf. The base building achieved BREEAM Outstanding certification in June 2020. The commitments made by the EBRD in terms of meeting the building's energy efficiency goals through workplace design enabled 5 Bank Street to achieve an Energy Performance Certificate A-rating in May 2020. It is the first building on the Canary Wharf Estate to achieve this.

The Bank is currently working towards attaining BREEAM Outstanding certification for the fit-out and a [WELL Building Standard®](#) Platinum rating for the space that the EBRD will occupy. In addition, in view of the Paris Agreement and the net-zero carbon agenda, consideration is being given to embodied carbon – the carbon content of the materials installed in the fit-out – and the operational energy the Bank will use after it moves in late 2022.

The design also incorporates circular economy principles, with the building's whole life cycle being considered – from product selection to construction and installation methods, to demolition and the replacement of fit-out components.



Diversity Week

The EBRD is committed to making progress on diversity in the workplace and, each year, holds a series of events over the course of a week to reflect on related themes. The EBRD's Diversity Week in 2020 was entitled "We are all EBRD" – a phrase that suggests unity, connection and community.

Events included webinars, panels and team brainstorming sessions on how to make the workplace more inclusive. These were run by the Disability Network, the African-Caribbean Network and the LGBTQ Spectrum, among others. Topics ranged from finding ways to overcome anxiety and "speaking up" to sharing experiences about challenges and confronting bias and racism in the workplace.

Green Week

This year's annual Green Week focused on how Covid-19 had led to some "greener" practices among staff. It was also an opportunity to reflect on how these could be maintained in the long term.

Events focused on stories told by the Bank's "Green Heroes" – EBRD staff who apply solid sustainability principles at home – which were shared on the Bank's internal and external communication channels. Campaign content saw high engagement, with 60,000 views across the Bank's social-media channels.

The EBRD also launched the Yes, We plant! tree-planting challenge, both internally and on social media, encouraging staff to plant a tree and nominate three others to plant one too. To date, 346 trees have been planted in the EBRD global forest, from the UK to Egypt and Kazakhstan.

