

PERFORMANCE INDICATORS

During 2008 Hammerson has undergone a thorough review of its Key Performance Indicators in line with the Connected Reporting Framework, the Global Reporting Initiative, appropriate investor indices and peer best practice. As a result, we recognised that in order to achieve a leadership position in comparison to other European commercial property companies, we needed to increase the breadth and comprehensiveness of our performance reporting, and therefore the number of performance indicators declared throughout this report have increased significantly.

The Performance Indicators laid out in the pages that follow should be read alongside the Performance Indicators included in the Connected Reporting Framework pages. As a general principle, indicators do not include French or UK retail park data prior to 2008 unless otherwise noted.

Due to the inclusion of French data for 2008, these Performance Indicators should not be interpreted as year on year trends.

For financial indicators, an exchange rate of £1 = €1.258 was used throughout in line with the Annual Report and Accounts.

Environmental data qualifying notes

Data coverage

Data coverage is calculated according to the floor area of properties where data is collected as a proportion of all properties over which Hammerson has at least 25% ownership and a full managerial control for all 12 months of 2008. The data being reported is not limited by equity share of the properties. For further detail on data coverage, see "Completeness" in the GRI Content pages.

Aggregated floor area figures vary in relation to previous years to reflect changes in the properties where data is collected in the respective shopping centre and office portfolios and also where any developments have led to an increase in floor space.

In regard to shopping centres, offices and retail parks, Hammerson France properties have been included in the data period to broaden the scope of the portfolio analysis. For this reason, the properties have also been retrospectively included (where data is available) in the portfolio analysis for prior calendar years.

Data quality

Energy data have been gathered from a combination of Building Management Systems, meter readings, invoices and estimates. For the UK shopping centres' and offices' electricity, six of the 10 assets have automatic meter readings, three have manual-visual readings and one is based on estimates/invoices. For gas, two of the assets have automatic readings, seven have manual-visual readings and one is based on estimates/invoices. Through efforts to improve data accuracy, revisions have been carried out in respect to some previous years' data, in particular a revision of Bullring electricity consumption in 2007 to incorporate the car park electricity. Otherwise, the energy data has been relatively robust. For the UK retail parks, this is the first year of recording electricity and therefore our confidence levels are low for this data. For the French assets, there is monthly recording of electricity consumption with close management of the data, and the company therefore has a strong confidence level in the accuracy of the data for 2008. There were some significant internal revisions to the district heating and gas consumption data, particularly for Italie 2 and Place des Halles for 2006 and 2007, leading us to have a lower confidence level in the accuracy of this energy data at present.

Water data have been gathered from a combination of Building Management Systems, meter readings, invoices and estimations. For the UK water data is recorded for eight of the 10 assets on the basis of manual-visual readings, one has an automatic meter and one is calculated on the basis of estimates/invoices.

For waste data: eight of out the 10 UK assets have actual weights of waste provided by waste contractors; the remaining two assets have estimates of waste quantities provided by waste contractors. For the purpose of GRI EN22, data within certain disposal routes comprises a combination of the preceding statement and contractors' materials recovery facility certificates.

French waste data comes from the waste audits that were carried out at 11 of the assets in 2008 and it is an estimation of 12 months' worth of waste aggregated up from a nine month sample.

General methodological notes for all GRI indicators

Definitions of floor areas, landlord-tenant splits and conversion factors are consistent with reporting in previous years.

Carbon dioxide conversion factors for electricity, gas and district heating energy sources have been updated for 2008 (where possible) and retrospectively applied to prior years for consistency in analysis.

For the UK properties this is in line with DEFRA's guidelines.

For French assets conversion factors have been taken from the latest GHG Protocol guidelines.

To report primary energy consumed (under GRI EN4) standard default electricity and heat conversion equivalents were used for UK and France except where actual energy supplier figures were available. This means primary energy used in the generation of electricity and heat consumed at the properties is expressed in national and/or regional primary fuel requirements to deliver such energy (including conversion losses as well as transmission and distribution losses).

The inclusion of CO₂ equivalents (for GRI EN4), in addition to CO₂, covers the impact (global warming potential) from methane and nitrous oxides only. Remaining gases (HFC-134a, HFC-143a and Sulphur hexafluoride (SF6)) are believed to be relatively insignificant for reporting on building emissions. However, the equivalent CO₂ impact of refrigerant losses have been included.

A standard conversion factor of vehicle fuel consumption per km has been used for consistency due to the lack of vehicle-specific fuel economy figures.

Vehicle emissions data (covered under GRI EN17) are largely based on company carbon footprinting exercises and for the UK are modelled on data from the prior calendar year.

In France, although no water is recycled onsite (covered under EN10), Hammerson pays a tax that guarantees that 100% of the water is recycled offsite for all assets.

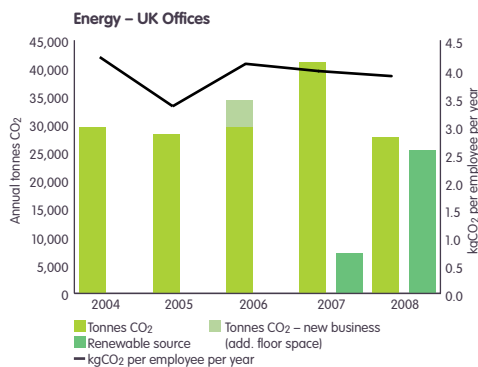
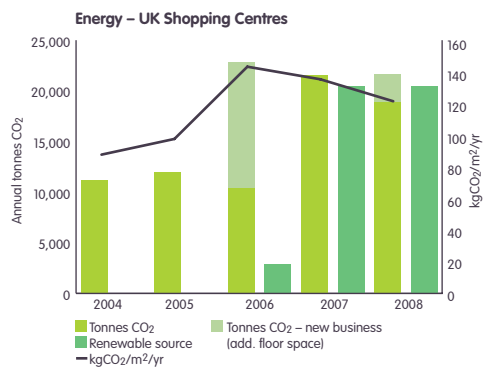
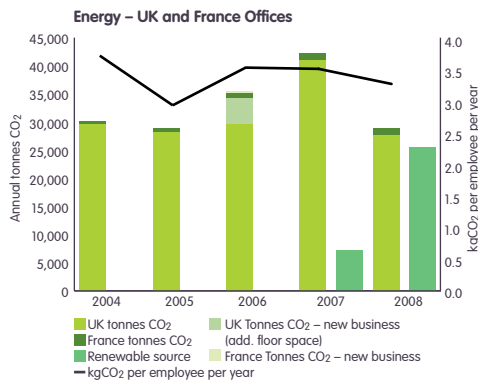
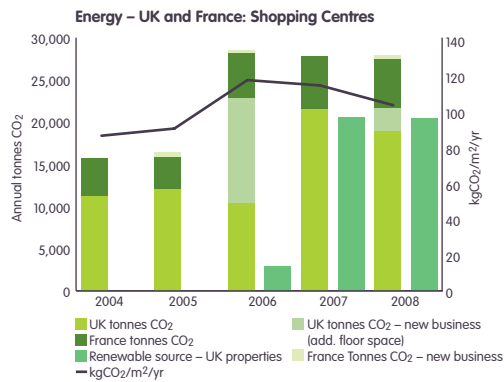
CLIMATE CHANGE AND ENERGY

Portfolio energy summary

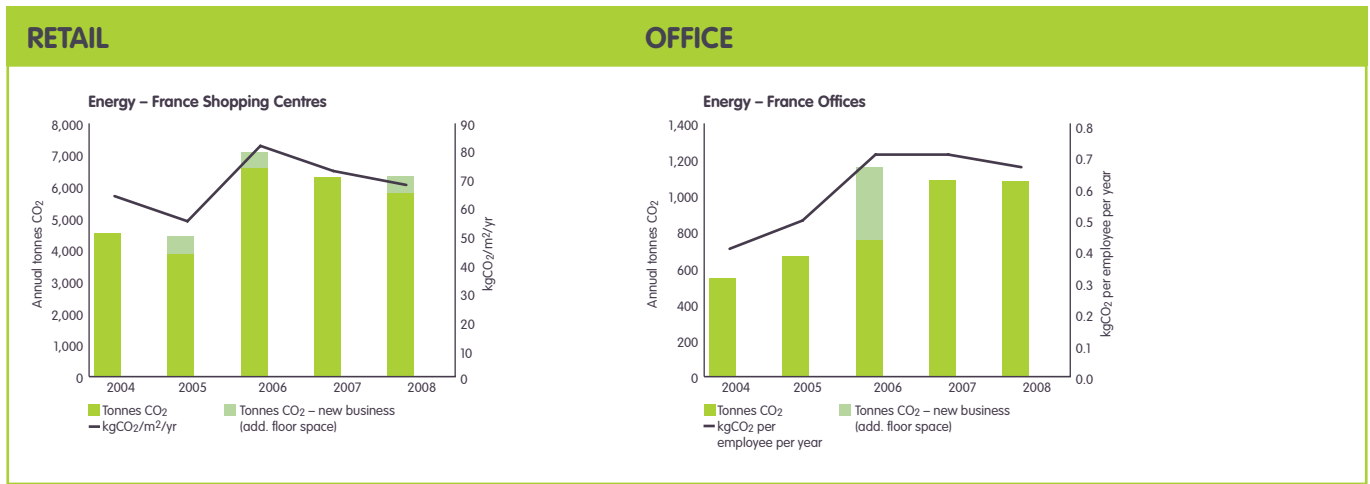
		Shopping Centres			Offices		Retail Parks	
Data period: Calendar year		2006	2007	2008	2006	2007	2008	2008
Electricity consumption (kWh/yr)								
Landlord's directly-controlled non-renewable (kWh/yr)	UK	34,053,125	0	0	25,652,697	22,790,559	0	3,511,567
Landlord's directly-controlled non-renewable (kWh/yr)	France	32,943,639	31,019,734	29,415,248	4,227,317	4,024,425	3,995,778	244,861
Landlord's directly-controlled renewables or good quality CHP	UK	5,407,036	38,171,499	38,105,032	0	5,471,722	18,637,949	0
Tenants' (sub-metered) non-renewable (kWh/yr)	UK	n/a	n/a	n/a	31,605,481	33,695,139	0	n/a
Tenants' (sub-metered) non-renewable (kWh/yr)	France	n/a	n/a	n/a	not sep. mtrd	not sep. mtrd	not sep. mtrd	n/a
Tenants' (sub-metered) renewables or good quality CHP	UK	n/a	n/a	n/a	0	7,822,618	28,782,281	n/a
Tenants' (sub-metered) renewables or good quality CHP	France	n/a	n/a	n/a	not sep. mtrd	not sep. mtrd	not sep. mtrd	n/a
Total consumption (kWh/yr)	UK and France	72,403,800	69,191,233	67,520,280	61,485,495	73,804,464	51,416,007	3,756,428
Gas consumption								
Total consumption (kWh/yr)	UK	6,496,746	4,273,795	4,865,757	17,344,497	17,323,467	10,898,284	n/a
Total consumption (kWh/yr)	France	13,964,502	11,375,085	11,495,694	n/a	n/a	n/a	n/a
District heating								
Total consumption (kWh/yr)	UK	1,647,710	986,990	1,241,886	n/a	n/a	n/a	n/a
Total consumption (kWh/yr)	France	6,195,050	5,792,786	6,506,000	3,925,662	3,987,150	3,636,092	n/a
Building energy CO₂ emissions								
Carbon emitted (kgCO ₂ /yr)	UK	19,879,521	1,025,610	1,177,434	34,320,608	33,901,455	2,245,046	1,885,711
Carbon emitted (kgCO ₂ /yr)	France	7,092,623	6,312,196	6,326,418	1,158,644	1,151,766	1,080,645	22,772
Carbon averted (purchase/generation of renewables) (kgCO ₂ /yr)	UK	2,903,578	20,498,095	20,462,402	0	7,139,061	25,464,663	0
kg CO ₂ equivalent (sum of the above)		29,875,722	27,835,901	27,966,254	35,479,252	42,192,281	28,790,355	1,908,483
Portfolio under analysis								
Floor area (m ²)	UK	156,661	156,661	176,361	128,306	128,603	81,494	377,105
Floor area (m ²)	France	84,954	84,954	92,164	40,036	40,036	40,036	44,944
Coverage	100% of Hammerson's UK investment portfolio in 2008 for which the Company procure the above energy sources							

RETAIL

OFFICE



CLIMATE CHANGE AND ENERGY CONTINUED



Commentary

In preparation for the upcoming legislative deadline of 1 January 2010, Hammerson has been going through the process of replacing its the R22 refrigerant in its air conditioning chillers. As an example, 25kg of R22 was found to be unaccounted for during the recent conversion of the old chiller plant to R477d Isceon at Stockley House, one of the new office assets. As Hammerson has only recently acquired the property, it is impossible to tell when the gas charge became depleted but as loss has occurred we have logged with the authorities accordingly.

Direct energy consumption by primary energy source (GRI EN3)

GRI

Fuel type in GJ	Use	2006	2007	2008
Natural gas	Consumed at premises	136,101	118,700	98,135
Diesel	Consumed at premises	27,965	22,308	653
Fuel oil	Consumed at premises	-	-	-
Petrol (gasoline)	Company-owned vehicles	-	2,406	422
Petrol (gasoline)	Business travel – hire cars	-	524	-
Petrol (gasoline)	Business travel – employee owned cars	-	-	782
Diesel	Company-owned vehicles	-	2,040	-
Diesel	Business travel – hire cars	-	203	-
Diesel	Business travel – employee owned cars	-	-	-
Total		164,066	146,181	99,992

Commentary

The overall year on year reduction in these absolute figures reflects both a decrease in the number of managed offices within the Hammerson portfolio and overall performance improvements in gas consumption. It should be noted that the vehicle information is only complete for 2007 for both the UK and France; this was not recorded in 2006 and has not yet been recorded for France for 2008.

Performance Indicator	2006 (UK only unless specified)	2007 (UK only unless specified)	2008	GRI
Emissions of ozone-depleting substances by weight (EN19)	Not recorded	Not recorded	110 kg of R22 refrigerant (which equals 0.006 tonnes of CFC-11)	

CLIMATE CHANGE AND ENERGY CONTINUED

Indirect energy consumption by primary energy source (GRI EN4)

GRI

Intermediate Energy Type in GJ	2006	2007	2008
Coal	327,301	361,960	301,013
Natural gas	302,446	332,486	276,790
Petroleum products	13,470	14,476	12,351
Crude oil	–	–	–
Nuclear	1,109,428	750,613	669,836
Non-renewable energy subtotal	1,752,645	1,459,535	1,259,990
Solar/other	–	–	–
Wind	205	193	185
Geo-thermal	2,118	1,983	1,619
Hydro	26,793	26,146	24,336
Combustible renewables and waste	29,516	29,340	24,059
Hydrogen based intermediate energy	–	–	–
Renewable energy subtotal	58,632	57,661	50,200
Total	1,811,276	1,517,196	1,310,190

Commentary

The overall year on year reduction in these absolute figures reflects both a decrease in the number of managed offices within the Hammerson portfolio and overall performance improvements in electricity consumption, despite the inclusion of retail parks for the first time in 2008.

Total direct and indirect greenhouse gas emissions by weight: tCO₂e (GRI EN16)

GRI

	2006	2007	2008
	62,782	49,595	36,468

Commentary

The overall year on year reduction in these absolute figures reflects a decrease in the number of managed offices within the Hammerson portfolio, overall performance improvements in electricity and gas consumption, and green procurement choices. In this regard, it should be noted that, unlike the energy graphs elsewhere in the report which express building energy as equivalent CO₂ (emitted and averted), this indicator takes account of Hammerson's procurement of hydro-generated electricity for UK assets.

Other relevant indirect greenhouse gas emissions by weight: tCO₂e (GRI EN17)

GRI

	2006	2007	2008
	–	416	244

Commentary

It should be noted that the vehicle information is only complete for 2007 for both the UK and France; this was not recorded in 2006 and has not yet been recorded for France for 2008. However, the underlying data reveals that there was a reduction in indirect CO₂e (Scope 3 Greenhouse Gas Protocol) emissions associated with UK business operations.

Energy saved due to conservation and efficiency improvements (GRI EN5)

GRI

Energy saved in Gigajoules from 2007 to 2008 (France and UK)	2008
	3,110

Commentary

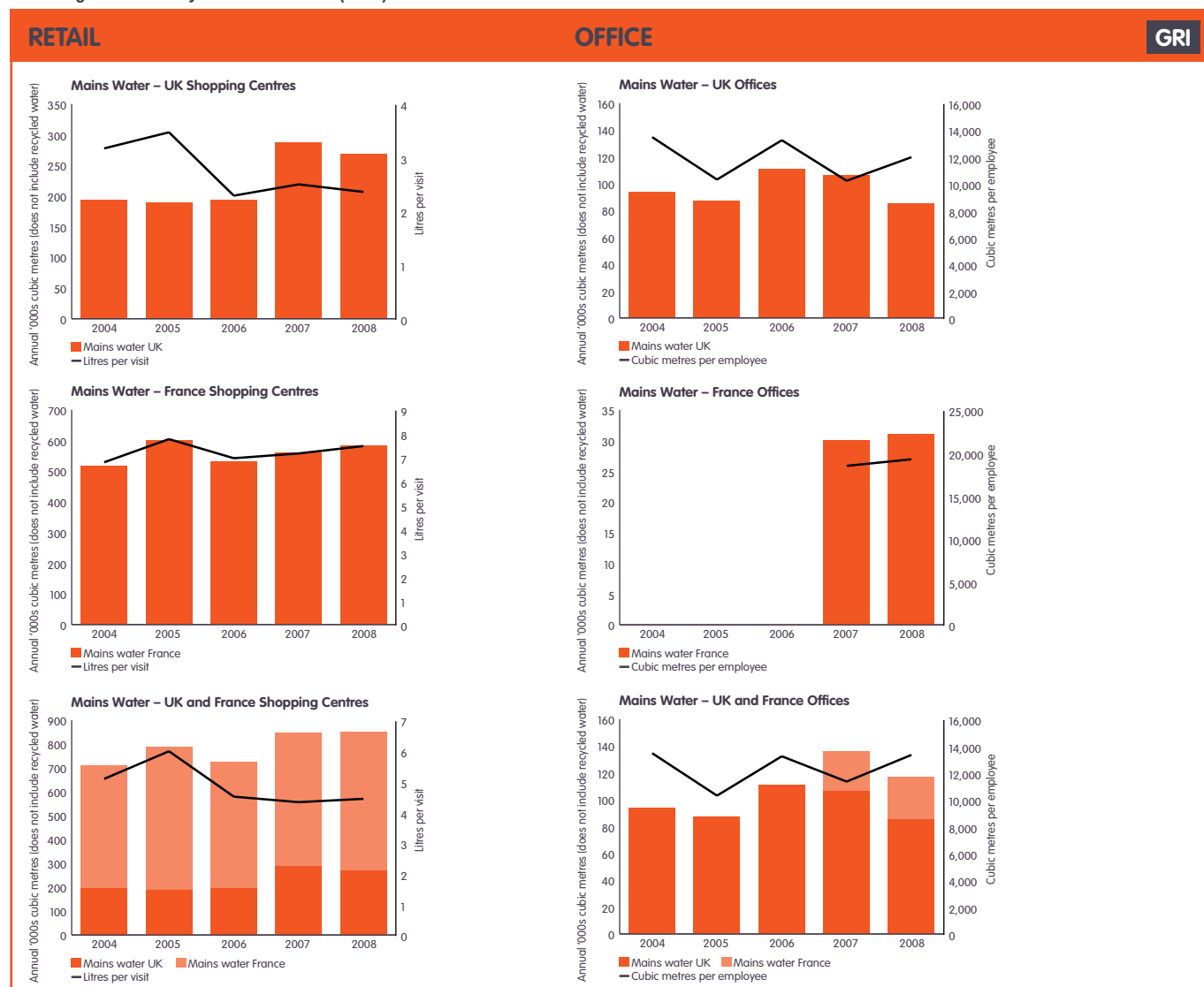
This indicator demonstrates the reduction in energy consumption due to efficiency improvements on a like-for-like property basis from 2007 to 2008 across the Hammerson UK and French shopping centre and office portfolios. It is worth noting that Hammerson's rolling CO₂ reduction target for building energy consumption is calculated on a normalised by m² basis to allow trends to be calculated regardless of whether assets are disposed or acquired. By also incorporating this indicator, the reader is able to see year-on-year changes in absolute building energy consumption on a consistent set of properties as well.

RESOURCE USE – WATER

Portfolio water summary

Data period: Calendar year	Shopping Centres			Offices		Retail Parks	
	2006	2007	2008	2006	2007	2008	2008
Mains water							
Consumption (m ³)	UK 194,049	287,346	269,391	110,726	105,643	85,267	not available
Consumption (m ³)	France 532,414	561,093	582,545	0	30,211	31,448	1,690
Number of visitors or employees	UK 84,026,669	114,252,545	113,182,393	8,320	10,272	7,080	not available
Number of visitors or employees	France 75,926,613	74,059,229	77,420,259	1,623	1,623	1,623	not available
Coverage	100% of Hammerson's entire investment portfolio for which the Company procure water						
Portfolio under analysis							
Floor area (m ²)	UK 156,661	156,661	176,361	128,306	128,603	81,494	377,105
Floor area (m ²)	France 84,954	84,954	92,164	40,036	40,036	40,036	44,944

Percentage of water recycled or reused GRI (EN10)



Total water withdrawal by source (EN8)

Water consumed in cubic metres	2006	2007	2008
Surface water, including water from wetlands, rivers, lakes and oceans	—	—	—
Ground water	—	65,317	80,624
Rainwater collected directly and stored by the reporting organisation	—	—	—
Waste water from another organisation	—	—	—
Municipal water supplies or other water utilities	837,189	918,976	889,717
Total	837,189	984,293	970,341

Commentary

The 2006 absolute figure for water consumption does not include water data for: Brent Cross, Highcross and Grand Maine shopping centres, and Les Trois Quartiers and Université offices, and Villebon 2 retail park. The 2007 data does not include Villebon 2 retail park. These data gaps explain why there was significant increase in absolute water consumption between 2006 and 2008. The reduction in absolute water consumption from 2007 to 2008 can be attributed to the disposal of two UK offices and reductions in absolute water consumption in 11 of the 19 assets.

RESOURCE USE – WASTE

GRI

Total weight of waste by type and disposal method (GRI EN22)

Waste by type and disposal route in tonnes (of which hazardous)	2006		2007		2008	
Composting	131		440		6	
Re-use	–		–		–	
Recycling	3,416	(8.52)	4,027	(10.25)	5,350	(38.97)
Recovery	–		–		–	
Incineration or used as fuel	56		781		1,242	
Landfill	9,828		8,174		6,868	
Deep well injection	–		–		–	
On-site storage	–		–		–	
Other	505		743		–	
Total	13,936		14,164		13,466	

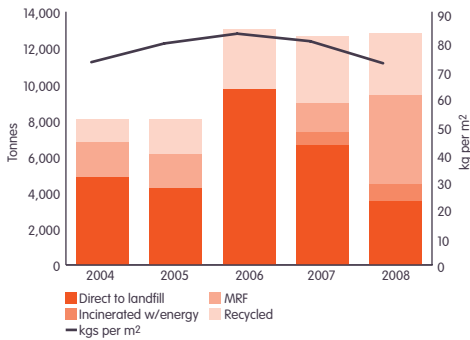
Commentary

This table only includes UK waste data; France has undertaken a waste audit in 2008 and will be instigating monitoring and measurement of its waste streams in 2009. What is clear from this table is the continued trend of increases in recycling and reductions in waste to landfill in line with Hammerson's overall corporate targets.

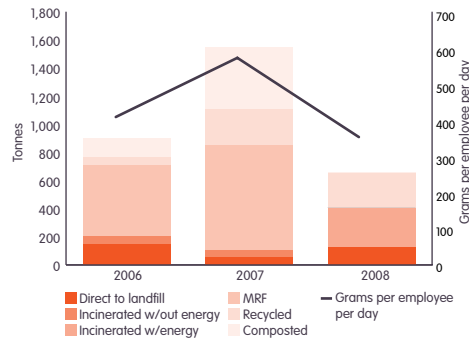
RETAIL

OFFICE

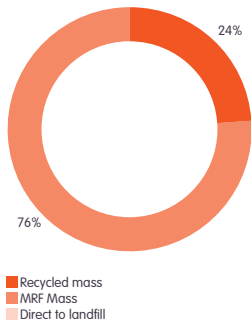
Waste – UK Shopping Centres



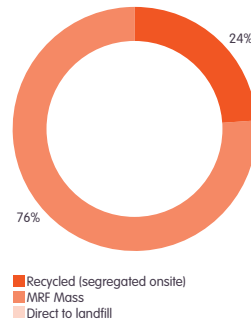
Waste – UK Offices



Waste by disposal in tonnes – French Shopping Centres



Waste by disposal in tonnes – French Offices



RESOURCE USE CONTINUED

Performance Indicator	2006 (UK only unless specified)	2007 (UK only unless specified)	2008	Data qualifying notes and commentary
Proportion (%) of new development undertaken on brownfield land	100%	100%	100% for UK 50% for France	
BREEAM or HQE rating achieved on developments certified during calendar year	1 x Very Good (Drakehouse Retail Park)	2 x Very Good (Highcross, Leicester Shopping Centre; 125 Old Broad Street Office)	2 x Excellent (Bristol Cabot Circus Shopping Centre; 60 Threadneedle Office)	In the 2007 CR Report, we noted that 60 Threadneedle Street had achieved a Very Good rating but during the course of 2008, the level of its environmental design has been improved such that it achieved an Excellent rating when certified in October 2008.
GRI				
Percentage of materials used that are recycled input materials (EN2)	Not recorded	Not recorded	29% -33% recycled content at Highcross and Cabot Circus.	Scope here is limited to UK shopping centre developments during 2008.
GRI				
Total number and volume of significant spills (EN23)	Not recorded	Not recorded	0 spills	
GRI				
Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations (EN28)	Not recorded	Not recorded	Nil	

COMMUNITY

Performance Indicator	2006 (UK only unless specified)	2007 (UK only unless specified)	2008	Data qualifying notes and commentary
Proportion of volunteering day entitlements taken up by employees	0	0	0	There is currently no Hammerson corporate policy with regards to volunteering day entitlements.
Corporate charitable donations and charitable sponsorship	£117,944	£112,670	£212,375	
Total spent in cash and in kind – Head Office	£88,206	£38,700	£364,330	
Total spent in cash and in kind – Offices	£88,206	£38,700	£364,330	
Total spent in cash and in kind – Retail Parks	£88,206	£38,700	£364,330	
Total spent in cash and in kind – Shopping Centres	Not recorded	£531,480	£609,792	
Total number of staff days for direct CR activity – Head Office	Not recorded	471	828	This substantial increase in staff time reflects the 4 full-time resources currently dedicated to CR in the UK and France, as well as some time spent by other members of staff on reporting.
Total number of staff days donated to the community – Head Office	Not recorded	153	24	This is a low figure for 2008 as the Community Day was postponed to 2009.
Total number of staff days for CR activity – shopping centre staff	452	582	909	Increase from 2007 total due to Brent Cross implementing a volunteering policy for all staff and management linked to performance review and bonus targets.
Total raised by visitor collections at Hammerson shopping centres	£67,380	£167,838	£200,414	Hammerson introduced a policy to donate 2.5% VAT reduction in car park tariff to local charities.
Total raised by visitor collections at Hammerson offices, retail parks and head office	Not recorded	Not recorded	£22,120	
Money spent in planning agreements (section 106 and 75)	£3.5 million	Nil	£148,256 – London office group £150,000 – Aberdeen	There is further money committed for 2009 for Aberdeen and other projects, but not spent in calendar year 2008.

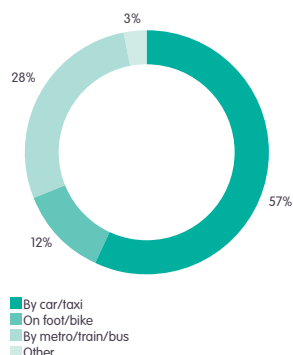
SUPPLY CHAIN

Performance Indicator	2006 (UK only unless specified)	2007 (UK only unless specified)	2008	Data qualifying notes and commentary
Considerate Constructors' Scheme Score Average – UK only	Not recorded	Not recorded	Bristol – 30.9 125 Old Broad Street – 35 60 Threadneedle Street – 35.25 Victoria Retail park, Nottingham – 33 Kirkcaldy – 35 Cleveland Retail Park – 29 Battery Retail Park – 25 Aberdeen – 36 Feb 08 and 38.5 Sept 08 Gloucester – 29.5	
Proportion of suppliers/contractors that are based within the local area – UK retail parks only	Not recorded	Not recorded	75%	This figure has been calculated based on Workman's Safe contractor database and represents an average figure for the firm.
Cost of all goods, materials and services purchased	£322.9m	£463.6m	£501.7m	
Proportion of suppliers paid within 30 days (Hammerson direct payments only)	Not recorded	UK – 55%	UK – 74% France – 20%	This has been redefined as 30 days when compared to 2007 KPI of 28 days.
Proportion of timber used during development that is from sustainable sources – UK only	Not recorded	Not recorded	40% – 125 Old Broad Street; 83-100% – 60 Threadneedle Street; 100% – Highcross, Aberdeen; 97-100% – Bristol Cabot Circus; % not calculated – Leicester residential development 0% – Kirkcaldy Retail Park	Note that as this was a 2008 target the data monitoring and measurement had not commenced on all developments at the start of the calendar year, and therefore these percentages should be considered a sample. We aim to have robust full year data in 2009 for all French and UK developments and refurbishments.
Number of existing suppliers/contractors that have been assessed for their CR performance	Not recorded	UK – 70	UK 180 0 for France	

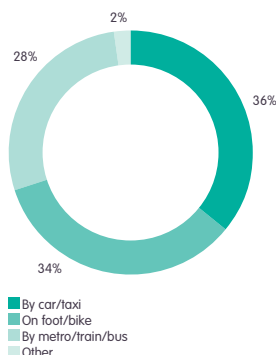
CUSTOMERS

CUSTOMER TRAVEL

UK Shopping Centre portfolio-breakdown of transport modes for visitors 2008



French Shopping Centre portfolio-breakdown of transport modes for visitors 2007



- Customers travelling to Hammerson's UK shopping centres produced approximately 64,000 tonnes of CO₂.

Performance Indicator	2006 (UK only unless specified)	2007 (UK only unless specified)	2008	Data qualifying notes and commentary
Number of managed properties covered by a green travel plan	Not recorded	Not recorded	<p>France 0 shopping centres, retail parks and offices.</p> <p>UK 5 of 6 shopping centres 2 of 5 offices 5 of 21 retail parks</p>	<p>For UK assets, 2008 is the first year in which we have recorded the data for proportion of visitors arriving to our UK shopping centres by different modes of transport, alongside those assets with a green travel plan. For French assets, visitor travel surveys are only undertaken every two years in the customer satisfaction surveys and therefore the visitor split by different modes of transport is for 2007.</p> <p>As can be seen, despite not having green travel plan in place, the French shopping centre assets have significantly higher proportions of visitors arriving by public transport than the UK assets, in large part due to their location near transport hubs. Having introduced these indicators in 2008, our intention is now to track performance and to attempt to actively manage visitor travel through our green travel plans.</p>
Number of visitors to French shopping centres who rated their experience as satisfying or very satisfying – France	Not recorded	85%	Not recorded	
Number of visitors to UK shopping centres who agreed or strongly agreed that they enjoyed their visit – UK	Not recorded	Not recorded	83%	

CUSTOMERS CONTINUED

Performance Indicator	2006 (UK only unless specified)	2007 (UK only unless specified)	2008	Data qualifying notes and commentary
Number of sustainability engagement meetings held with major occupiers	Not recorded	Not recorded	52 recorded in the UK 2 in France	
Headline findings from customer satisfaction surveys regarding knowledge of sustainability issues – France only	Not recorded	Not recorded	<ul style="list-style-type: none"> • 91% of the visitors who participated in the survey think that the organisation of an event such as the Eco Days is legitimate in a shopping centre. • 84% think that it matches their image of the shopping centre (St Quentin). • 64% of them think that this improves the image of the centre. • 80% think it is legitimate for the Shopping Centre to repeat this sort of operation. 	No question asked for the UK
Number of RIDDOR reportable major injuries across the UK property investment portfolio – Shopping centre portfolio – UK only	8 members of public and 0 staff	7 members of public and 2 staff	3 staff (managing agents, not directly employed by Hammerson)	Hammerson will be introducing a clearer reporting system to distinguish between health and safety incidents relating to directly employed staff, managing agents, contractors and members of the public in 2009.
Number of RIDDOR reportable major injuries across the UK property investment portfolio – Retail parks portfolio – UK only	Not recorded	Not recorded	4 (members of the public)	
Number of RIDDOR reportable major injuries across the UK property investment portfolio – Office portfolio – UK only	0	0	0	
GRI				
Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services, by type of outcomes (PR2)	Not recorded	Not recorded	0	

KNOWLEDGE – EMPLOYEES

Performance Indicator	2006	2007	2008	Data qualifying notes and commentary
Employee equality and diversity				
GRI				
Total workforce by employment type, employment contract, and region (LA1)				
UK – Total Staff	151	167	156	Data is presented in a different split in 2008 in order to meet the appropriate GRI indicator. It should be noted that a substantial proportion of the organisation's work is performed by workers who are not directly employed by Hammerson – this includes the managing agents and their subcontractors in the investment portfolio, and consultants and construction contractors for the development portfolio.
France – Total Staff	97	97	97	
Total staff	248	264	253	
% Permanent Contract			97.6%	
% Fixed Term or Temporary Contract			2.4%	
% Full Time Total			94.5%	
% Part Time Total			5.5%	
GRI				
Total number and rate of employee turnover by age group, gender, and region (LA2)				
		Number – 2008	Rate – 2008	Employee turnover is calculated based on total employee numbers at the end of 2008.
UK Leavers		24	9.5%	
France Leavers		11	4.3%	
Leavers Total		35	13.8%	
Male Leavers Total		23	9.1%	
Female Leavers Total		12	4.7%	
GRI				
Turnover by age group – France only				
Under 21 years: 0		0	0.0%	Employee turnover is calculated based on total French employee numbers at the end of 2008. The UK was not able to provide this data in 2008 but hopes to be able to do so in 2009.
21-25: 1		1	1.0%	
26-34: 4		4	4.1%	
35-44: 3		3	3.1%	
45-54: 2		2	2.1%	
55-64: 1		1	1.0%	
More than 65: 0		0	0.0%	

KNOWLEDGE CONTINUED

Performance Indicator	2006 (UK only unless specified)	2007 (UK only unless specified)	2008	Data qualifying notes and commentary
Employee Equality and Diversity				
Women as proportion of total staff	48%	46%	48%	
Women as proportion of senior management	Not recorded	26%	12% for the UK 22% for France	Senior Management for UK is those people identified in the Annual Report as the senior management team. This is a restatement from 2007.
Proportion of women on the Board of Directors	0%	0%	0%	
Proportion of female staff working				
– full time	86%	92%	89%	
– part time	14%	8%	11%	
Breakdown of workforce by age group	Not recorded	Not recorded	21-25 = 3% 26-34 = 39% 35-44 = 37% 45-54 = 17% 55-64 = 3% 65+ = 1%	
Number of employees working 'flexible' hours due to parental and carer responsibility	Not recorded	Not recorded	4%	
Proportion of staff given diversity training	Not recorded	93%	56%	This includes both France and the UK.
Total payroll and benefits	£28.5m	£31.8m	£29.7 m	
Employee satisfaction and career development				
Proportion of employees responding to employee survey	Not recorded	Not recorded	57%	For France, this information came from the sustainability questionnaire containing some questions regarding employee satisfaction. This questionnaire was intentionally not anonymised which may explain a relative low respondent level.
Proportion of employees who indicated a positive level of satisfaction with employment at Hammerson – UK only	Not recorded	Not recorded	73%	
Proportion of employees who indicated that their knowledge of sustainability issues increased whilst working at Hammerson	Not recorded	Not recorded	100%	This figure is calculated based on question asked at the all-staff conference in May 2008 which was not anonymised.
Total spent for staff training	£96,254	£87,571	£269,416	
GRI				
Average hours of training per year per employee by employee category (GRI LA10) – France only	Not recorded	Not recorded	32 hours	
GRI				
Percentage of employees receiving regular performance and career development reviews (GRI LA12)	Not recorded	Not recorded	100%	

KNOWLEDGE CONTINUED

Performance Indicator	2006 (UK only unless specified)	2007 (UK only unless specified)	2008	Data qualifying notes and commentary
Employee Health & Safety				
Number of injury lost days amongst Hammerson employees	0	0	0	
Number of work related fatalities amongst Hammerson employees	0	0	0	
GRI				
Rates of injury, occupational diseases, lost day's and absenteeism and number of work-related fatalities by region (LA7) – France directly employed staff only	Not recorded	Not recorded	Absenteeism rate: 1.6% Rates of injury: 0 Lost days: 0 Work-related fatalities: 0	This indicator is not fully achieved to GRI Level in 2008 but we aim to roll it out fully to the UK and French direct and contracted employees in 2009.
Proportion of staff given health and safety training	Not recorded	Not recorded	100%	
Accident frequency rate	Not recorded	Not recorded		
Transparency and Reporting				
GRI				
Significant financial assistance received from government (EC4)	Not recorded	Not recorded	£0 for the UK £2,981 for France	This covers subsidy from French government to carry out carbon footprinting.
GRI				
Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country (S06)	0	0	0	
GRI				
Monetary value of significant fines and total number or non-monetary sanctions for non-compliance with laws and regulations (S08)	Not recorded	Not recorded	France – £14,308	This relates to an incident in France, including parking fines.
Number of SRI investors with whom individual meetings have been held in calendar year	Not recorded	Not recorded	18	This figure does not include meetings with mainstream investors when sustainability was discussed.
Individual meetings and/or group presentations with institutional investors representing % of issued share capital	Not recorded	65%	54%	The shareholder register changed significantly in the last 4 months of 2008, meaning that this KPI refers to the shareholder register in mid 2008. Nearly 20% of Hammerson's share capital is currently on loan or held by stock lenders and market-makers, in which case it is possible that the company has met with the underlying owner of the share.

KNOWLEDGE CONTINUED

Economic value

Indicator EC1 – economic value generated, distributed and retained – figures in £ million	2006	2007	2008
GRI			
Direct economic value generated	951.6	901.7	649.3
Revenue			
Gross rental income	278.2	311.5	344.2
Service charge income	45.4	53.0	59.8
Proceeds from disposals	628.0	537.2	245.3
	951.6	901.7	649.3
Direct economic value distributed	624.4	857.9	945.5
Operating costs			
Land and buildings additions (excluding acquisitions)	280.6	423.8	403.7
Other property outgoings	28.1	24.2	32.2
Service charge expenses	53.0	59.2	65.8
	361.7	507.2	501.7
Employee wages and benefits			
Total staff costs	28.5	31.8	33.9
Less: social security	(3.5)	(4.2)	(4.2)
	25.0	27.6	29.7
Payments to providers of capital			
Interest (cash flow)	155.2	177.7	209.7
Dividends (cash flow)	57.7	73.1	86.7
	212.9	250.8	296.4
Payments to government – gross taxes			
Tax paid (cash flow)	21.1	71.6	116.2
Community investments			
Total spent in cash and in kind at all assets and headquarters	0.088	0.570	0.974
Money spent on community investment for section 106 and 75 planning agreements	3.500	0.000	0.298
Corporate charitable donations and charitable sponsorship	0.118	0.113	0.21
	3.7	0.7	1.5
Direct economic value retained	327.2	43.8	-296.2

Commentary

GRI suggests that the rationale for this indicator EC1 is that data on the creation and distribution of economic value provides a basic indication that the organisation has created wealth for stakeholders. For this reason, alongside the implementation of the Connected Reporting Framework, Hammerson has been keen to disclose this indicator for the first time this year, backdating our financial data and community investment for previous years.

However, we have found there to be some issues of accounting principle which we hope will be resolved through the GRI construction and real estate sector supplement. For example, for a property sector company, the overall calculation of the “direct economic value retained” in any given year is highly contingent upon a number of factors, in particular whether we have disposed of assets in a calendar year. Secondly, the guidance is not clear whether Property Revaluations should be included or not. However, property revaluations make a very significant difference to both the “Direct Economic Value Generated” and consequently to the “Direct Economic Value Retained”. To illustrate, our property values rose by £731.8 million in 2006 but fell by £1,674.7 million in 2008. We hope that the working group will discuss these issues and arrive at a uniform reporting principles for the sector in the near future.

Other headline financial indicators

	Germany 1%	Germany 1%	Germany 1%
	France 25%	France 28%	France 39%
	UK 74%	UK 71%	UK 60%
Proportion of portfolio by value in the UK, France and Germany			
Year on year change in adjusted earnings per share	5.10%	22.90%	-5.50%
Year on year change in dividend per share	10%	25.90%	2.20%
Year on year change in adjusted net asset value per share	21.30%	3%	-32.90%
Net rental income	£275.7m	£237.4m	£299.8m
Corporation taxation charge	£99.4m	£16.4m	£0.6m