

Data Download

Environment

ENERGY AND EMISSIONS	2017	2018	2019
COMPANY-SPECIFIC METRICS			
Percent reduction in energy use across portfolio since 2011	13.4%	11.6%	11.5%
Number of owned cogeneration systems	25	25	25
Total cogeneration system installed capacity (megawatts)	1.9	1.9	1.9
Number of LED lighting projects completed at communities since 2012 cumulative to date	537	662	707
Estimated cumulative total reduction in annual electricity use from LED lighting projects since 2012	38,935,074	47,212,110	50,276,346
Number of sites powered by solar photovoltaic power	15	16	26
Total capacity of sites powered by solar photovoltaic power (megawatts)	1.8	2.0	3.0
Number of clean energy sites ¹	76	84	94
GRI AND SASB METRICS			
302-1 Energy consumption within the organization, SASB CODE IF-RE-130A.2 (1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property subsector			
Fuel consumption from non-renewable sources (MWh)			
Electricity consumption	201,207	204,140	207,362
Natural gas, fuel and propane consumption	427,611	448,767	449,565
TOTAL	628,819	652,907	656,927
Total energy generated from renewable sources (MWh)	4,813	5,304	5,337
302-4 Reduction of energy consumption (cumulative energy reduction %) ²	-13.4%	-11.6%	-11.5%
305-1 Gross direct (Scope 1) GHG emissions in metric tons of CO ₂ equivalent (metric tons CO ₂ e) ³	77,206	81,089	81,083

¹ Energy sites defined as sites with one or more on-site clean or renewable energy source, solar thermal, solar PV or cogeneration.

² 2011 baseline year. Like-for-like reduction. Electricity, natural gas, fuel and propane included.

³ Calculated in compliance with World Resources Institute/World Business Council for Sustainable Development Greenhouse Gas Protocol: A corporate accounting and reporting standard, revised edition (otherwise referred to as the WRI/WBCSD Protocol) for the GHG data (<http://www.ghgprotocol.org/>). Gases CO₂, CH₄, N₂O included. Source for emissions factors and global warming potential (GWP) rates used: <https://www.epa.gov/egrid/emissions-generation-resource-integrated-database-egrid>.

ENERGY AND EMISSIONS	2017	2018	2019
305-2 Gross indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent (metric tons CO ₂ e)	50,623	51,994	52,656
305-5 Cumulative GHG emissions reduction (%) ⁴	-24.5%	-23.3%	-25.5%

GRI AND SASB METRICS

IF-RE-130A.1. Energy consumption data coverage as a percentage of total floor area, by property subsector ⁵	100.0%	100.0%	100.0%
IF-RE-130A.2. Percentage renewable, by property subsector	0.8%	0.8%	0.8%
IF-RE-130A.3. Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	-0.3% Electricity: -6.5%	+1.7% Electricity: -2.9%	+0.2% Electricity: -1.1%
IF-RE-130A.4. Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property subsector ⁶	Energy Rating: 40.0% Energy Star Certified: 0.0%	Energy Rating: 69.0% Energy Star Certified: 0.0%	Energy Rating: 69.0% Energy Star Certified: 0.0%

⁴ 2011 baseline year. Like-for-like reduction.

⁵ All data in the above table includes 100.0% of common area and equipment that may also provide energy to tenant space.

⁶ Percent of Energy Star eligible properties for 2017, 2018 and 2019 are 25.0%, 43.0% and 42.0% respectively.

WATER	2017	2018	2019
COMPANY-SPECIFIC METRICS			
Number of gallons of water used by properties (m ³)	12,624,836	12,383,582	12,269,645
Number of retrofitted toilets	1,333	2,145	2,194

GRI AND SASB METRICS

303-5 Water consumption (m ³)	12,624,836	12,383,582	12,269,645
IF-RE-140A.3. Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	+2.7%	-3.1%	-1.6%

WASTE	2017	2018	2019
WEIGHT OF NON-HAZARDOUS WASTE (METRIC TONS)			
306-2 Waste by type and disposal method			

Recycling	7,219.1 ¹	7,550.0	9,975.8
Landfill	47,052.6	47,219.0	41,434.6
Other	0	0	0
TOTAL NON-HAZARDOUS WASTE	54,271.7	54,768.0	51,410.4
Diversion Rate	13.3%	13.8%	19.4%

¹ 2017 was recalculated due to changes in conversion factors in 2018. This does not match our verification report from 2017.

WASTE	2017	2018	2019
WEIGHT OF HAZARDOUS WASTE (METRIC TONS)			
TOTAL HAZARDOUS WASTE	6.6	14.3	14.0

SUSTAINABLE BUILDINGS	2017	2018	2019
COMPANY-SPECIFIC METRICS			
Number (and %) of LEED or equivalent certification on properties	26 (9.0%)	29 (10.0%)	36 (12.0%)
Number (and %) of LEED or equivalent certification on new developments	8 (100.0%)	5 (100.0%)	5 (100.0%)
Investment in development properties with LEED certification or equivalent (USD\$)	\$1,324,500,000	\$1,171,500,000	\$919,094,676

Society

405-1 DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES	2017	2018	2019
GENDER REPRESENTATION			
BOARD OF DIRECTORS			
Male	75.0%	75.0%	75.0%
Female	25.0%	25.0%	25.0%
MANAGEMENT			
Male	64.3%	65.5%	63.0%
Female	35.7%	36.5%	37.0%
OVERALL WORKFORCE			
Male	63.3%	63.4%	63.0%
Female	36.7%	36.6%	37.0%
ETHNIC REPRESENTATION			
BOARD OF DIRECTORS			
Person of Color	8.0%	16.0%	25.0%
White	92.0%	84.0%	75.0%
MANAGEMENT			
Person of Color	39.2%	40.9%	42.0%
White	60.8%	59.1%	58.0%
OVERALL WORKFORCE			
Person of Color	57.9%	59.3%	60.0%
White	42.1%	40.7%	40.0%

405-1 DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

2017

2018

2019

AGE REPRESENTATION
MANAGEMENT

Under 30 years old	9.4%	8.8%	6.0%
30-50 years old	69.4%	70.8%	71.0%
Over 50	21.2%	20.4%	22.0%

OVERALL WORKFORCE

Under 30 years old	20.3%	21.7%	21.0%
30-50 years old	55.7%	55.5%	56.0%
Over 50	23.9%	22.8%	23.0%

401-1 NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

2017

2018

2019

TOTAL EMPLOYEE HIRES

Rate (%)	22.3%	24.4%	23.0%
#	595	664	616

EMPLOYEE HIRES BY AGE GROUP

Under 30 years old	273 (45.9%)	301 (46.9%)	289 (46.9%)
30-50 years old	264 (44.4%)	305 (45.9%)	267 (43.3%)
Over 50	58 (9.8%)	58 (8.7%)	60 (9.7%)

EMPLOYEE HIRES BY GENDER

Female	220 (37.0%)	241 (36.3%)	259 (42.1%)
Male	375 (63.0%)	423 (63.7%)	357 (57.9%)

TOTAL EMPLOYEE TURNOVER

Rate (%)	21.3%	20.6%	21.9%
#	612	619	658

EMPLOYEE TURNOVER RATES BY AGE GROUP

Under 30 years old	202 (33.0%)	186 (30.1%)	191 (29.0%)
30-50 years old	306 (50.0%)	318 (51.4%)	343 (52.1%)
Over 50	104 (17.0%)	115 (18.6%)	124 (18.8%)

EMPLOYEE TURNOVER RATES BY GENDER

Female	205 (33.5%)	228 (36.8%)	237 (36.0%)
Male	407 (66.5%)	391 (63.2%)	421 (64.0%)

404-3 EMPLOYEE PERFORMANCE AND CAREER DEVELOPMENT	2017	2018	2019
Employees receiving regular performance and career development reviews (%)	72.8%	74.9%	73.9%

RESIDENT HEALTH, WELLBEING AND SATISFACTION	2017	2018	2019
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COMPANY-SPECIFIC METRICS			
Customer Loyalty Score (%)	41.8%	46.0%	52.0%
Infrastructure assets for which health and safety impacts are assessed for improvement	100.0%	100.0%	100.0%

Governance

BUSINESS ETHICS	2017	2018	2019
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COMPANY-SPECIFIC METRICS			
Number of employees assigned Code of Ethics and Business Conduct Training	1,889	1,510	1,795
Percent of training completed by deadline	95.0%	91.0%	97.0%
Number of employees assigned to anti-harassment training	514	481	1,606 ¹
Percent of training completed by deadline	89.0%	94.0%	96.0%

¹ In 2019, new courses were implemented and several states required this training to be renewed more regularly.