

## ROLE PROFILE

Job Title: Head of Sustainable Finance Location: London  
Reports to: Commercial Finance Director Division/Dept: Finance > Commercial Finance

### Summary of the Role's Main Purpose

A key new role responsible for the integration of SEGRO's sustainability efforts with increasing reporting requirements from European and UK regulators.

SEGRO's unique combination of being the UK's largest listed property company and its significant exposure to assets in Continental Europe means that this role offers a unique opportunity to become a sector leader in this area as well as an influential member of SEGRO's senior management. It will encompass collaborating with teams across SEGRO in a reporting and advisory capacity, including particularly the Sustainability and Treasury teams with exposure to the Executive Committee, Audit Committee and Board.

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### Principle Accountabilities

- Creating and governing robust processes using internal and external systems and applications to ensure that sustainability data is accurate and timely, building strong links with the Sustainability Team and being the lead contact for internal audit and risk.
- Analysing and assessing sustainability data, advising on, and reviewing data estimation which is a material element of much sustainability data.
- Ownership of formal annual sustainability reporting in line with global (ISSB) and European (CSRD, EU Taxonomy) standards, ensuring that we are compliant in time for their introduction, and that auditor reporting is clear of exceptions.
- Ownership of the Green Finance Framework which governs the raising of "green" capital, particularly bonds, working with external auditors and sustainability advisers at our financial suppliers (primarily our lending banks).
- Being the finance business partner to the Sustainability Team and on major sustainability projects to ensure they are cost-effective and kept to budget.

## Core Areas of Knowledge, Skills & Experience

- Financial reporting experience, particularly a familiarity with internal processes and dealing with auditors and audit evidence.
- No specific sustainability experience is required but a passion for the area is necessary.
- Comfortable working with grey areas and uncertainty, reflecting the rapidly evolving and often unclear reporting requirements.
- An enthusiasm to build something from scratch – there is no standardised model for this role.
- An enjoyment of analysing data – sustainability data is often based on estimation or partial data so a need to be able to use wider knowledge to assess the data is crucial.
- Ability to influence and explain context to internal stakeholders who may be unfamiliar with the data requirements and external and senior internal stakeholders who need help in interpreting and analysing the data.

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Date of completion: July 2024

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At SEGRO we want all of our people to be able to reach their full potential and thrive, and we are committed to creating an inclusive environment for all employees, where everyone can be themselves, have access to fulfilling careers and opportunities, and feel supported.