

SEAM™ Certification scorecard

SEAM O+M: Occupier version 1

social responsibility

transformational governance

| | | |
|--------|---|-----|
| TGa1.1 | education + awareness - construction | N/A |
| TGa1.2 | education + awareness - operations | 3 |
| TGa1.3 | education + awareness - community | 3 |
| TGa2.1 | voluntary initiatives - construction | N/A |
| TGa2.2 | voluntary initiatives - operations | 3 |
| TGa3.1 | site-specific responsible governance - construction | N/A |
| TGa3.2 | site-specific responsible governance - operations | 5 |
| TGa4.1 | transparent communication - construction | N/A |
| TGa4.2 | transparent communication - operations | 2 |
| TGa5.1 | impacted party materiality - construction | N/A |
| TGa5.2 | impacted party materiality - operations | req |

community involvement

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|--------|---|----|
| ClA1.1 | community development - social initiative partnership | 10 |
| ClA1.2 | community development - social initiative event | 10 |

social investment

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|------|--|----|
| CDa1 | community resilience - increase capacities | 14 |
| | | 50 |

social accountability

human rights

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|--------|--|---------|
| HRa1.1 | ethical materials procurement - procurement governance | 3 |
| HRa1.2 | ethical materials procurement - site level supply chain due diligence | 12 |
| HRa1.3 | ethical materials procurement - supply chain human rights | 12 |
| HRa1.4 | ethical materials procurement - remediate negative impacts | 12 |
| HRa2.1 | ethical vendors procurement - project owner provides living wage | req |
| HRa2.2 | ethical vendors procurement - project owner provides decent work | req + 2 |
| HRa2.3 | ethical vendors procurement - suppliers provide living wage | 10 |
| HRa2.4 | ethical vendors procurement - suppliers provide decent work | 10 |
| HRa2.5 | ethical vendors procurement - tenants provide living wage | N/A |
| HRa2.6 | ethical vendors procurement - tenants provide decent work | N/A |
| HRa2.7 | ethical vendors procurement - remediate negative impacts | 10 |
| HRa3.1 | human rights reporting + evaluation - project based communication | 3 |
| HRa3.2 | human rights reporting + evaluation - grievance mechanism | 5 |
| HRa4.1 | human rights education + awareness - human rights training for procurement | 3 |
| HRa4.2 | human rights education + awareness - human rights training for industry | 5 |

health + safety

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|--------|--|-----|
| HSa1.1 | health, safety, + wellness - health + wellness of occupants | 12 |
| HSa1.2 | health, safety, + wellness - safeguard community health | 10 |
| HSa1.3 | health, safety, + wellness - safe + healthy jobsites | req |
| HSa1.4 | health, safety, + wellness - safe + secure occupiable spaces | req |

107

social justice

social equity + justice

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|--------|--|-----|
| SJa1.1 | inclusive procurement - diversity of Tier 1 Suppliers | 10 |
| SJa1.2 | inclusive procurement - diversity of Tenants | N/A |
| SJa1.3 | inclusive procurement - Tier 1 supplier DEI contractual clauses | 6 |
| SJa1.4 | inclusive procurement - diversity of Tier 2 Suppliers | 10 |
| SJa1.5 | inclusive procurement - social leasing + commercial affordability | N/A |
| SJa2.1 | equity + inclusion in the workplace - inclusive design | 10 |
| SJa2.2 | equity + inclusion in the workplace - owner fair + respectful treatment of people | 10 |
| SJa2.3 | equity + inclusion in the workplace - tier 1 fair + respectful treatment of people | 9 |
| SJa2.4 | equity + inclusion in the workplace - owner gender wage gap | 10 |
| SJa2.5 | equity + inclusion in the workplace - owner diversity wage gap | 10 |
| SJa3.1 | equity + inclusion in the community - no involuntary displacement in acquisition | req |
| SJa3.2 | equity + inclusion in the community - no community encroachment | 6 |
| SJa3.3 | equity + inclusion in the community - promote local community employment | 10 |
| SJa3.4 | equity + inclusion in the community - remediation of negative impacts | 7 |
| SJa4.1 | equity + inclusion in capital - diversity of equity investors | N/A |
| SJa4.2 | equity + inclusion in capital - diversity of debt capital | N/A |

social justice innovation

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|------|--|----|
| INa1 | social justice industry innovation - CRE industry innovation | 10 |
| INa2 | design for embodied injustice - project design feature | 10 |

118

social impact

impact assessment

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|--------|--|---|
| IAa1.1 | strategy - establish governance | 2 |
| IAa1.2 | strategy - community profile | 3 |
| IAa1.3 | strategy - value chain analysis | 2 |
| IAa1.4 | strategy - impact identification | 3 |
| IAa1.5 | strategy - impacted party analysis | 3 |
| IAa1.6 | strategy - design engagement protocol | 3 |
| IAa1.7 | strategy - establish baseline | 4 |
| IAa2.1 | action plan - inform community | 3 |
| IAa2.2 | action plan - collect feedback | 5 |
| IAa2.3 | action plan - address impacts | 4 |
| IAa2.4 | action plan - community grievance mechanism | 5 |
| IAa2.5 | action plan - social impact management plan | 3 |
| IAa3.1 | monitoring + evaluation - social impact monitoring | 4 |
| IAa3.2 | monitoring + evaluation - social impact evaluation | 4 |

48

TOTAL

325

108 - 142 Bronze

143 - 206 Silver

207 - 266 Gold

267+ Platinum