

## 1 INTRODUCTION

We believe that an integrated environmental, social and governance (ESG) strategy provides value to our brand, our communities, our environment, our organisation and our shareholders.

The Group is committed to embedding ESG principles throughout the business.

## 2 SCOPE

This policy applies to the Board and all staff including consultants and contractors.

## 3 OBJECTIVES

The objectives of this policy are to:

- document the Group's commitment to embedding ESG principles throughout the business
- drive awareness of how environmental and societal change impacting our business needs to be considered in our decision making
- drive business value and brand differentiation, by creating increased trust amongst stakeholders
- embed ESG principles throughout the business to ensure that the Group achieves its objectives.
- ensure our people are aware of the Group's ESG commitment, their ESG responsibilities, and how they can contribute
- implement effective management practices, measurement and reporting to drive continuous improvement in realising our ESG objectives
- through our focus on ESG, enable the Group to build a more successful, more resilient and more enduring business.

## 4 RESPONSIBILITIES

4.1 The Board is ultimately responsible for monitoring, assessing and ensuring ESG risks and opportunities are appropriately managed, and that ESG principles are integrated throughout the business. The Board does this through being aware and monitoring ESG risks, approving objectives, strategy and policies and ensuring management takes action to embed ESG principles throughout the business.

4.2 The Audit and Risk Committee identifies and considers all relevant ESG matters and assists the Board to embed ESG principles throughout the business. The Audit and Risk Committee discharges its responsibilities by making recommendations and reporting to the Board on all material ESG matters and issues requiring decisions.

- 4.3 Each Senior Manager is responsible for integrating ESG principles and practices within their part of the business. This includes, for example, actively encouraging, mentoring, coaching and supervising their team members to promote ESG principles and practices, and actively participating in embedding ESG principles within their part of the business.
- 4.4 Each person for whom this policy applies including the Board and senior managers leaders should:
- embed ESG principles within their work on behalf of the Group, and
  - undertake training to ensure they understand how to incorporate ESG principles and practices into their role.

## **5 ESG PRINCIPLES**

Our overarching ESG objective is to create places and opportunities that enhance the wellbeing of our communities. Our ESG principles are:

- collaborate with customers and other stakeholders to create positive community and environmental outcomes
- inform and engage our stakeholders regarding our ESG performance through public reporting
- create and provide thriving, safe and healthy, environments for staff, tenants, contractors and the public within our premises and surrounds
- incorporate environmental, social and governance considerations into investment, development and management decisions
- proactively manage our carbon emissions to play our part in achieving the Paris Agreement target to keep warming below 2 degrees and limit the temperature increase to 1.5 degrees and support our stakeholders to transition to a low carbon economy
- tread lightly on the planet through reducing our environmental footprint
- set best practice performance targets and measure/benchmark performance using recognised rating tools, standards and improvement programmes
- support training programmes to develop knowledge and skills in our people to improve ESG practices
- comply with all relevant legislation, including environmental, labour and health and safety laws.

## **6 ESG FRAMEWORK**

The Company has considered the World Economic Forum (WEF framework) as an ESG framework for disclosing and reporting on ESG matters, managing the integration of ESG matters into the structures, processes and procedures of the Group. This does not preclude the Group from considering other frameworks in the future.

## **7 PERFORMANCE EVALUATION**

The Board shall review the Group's performance against this Policy at least annually.