

# Sustainability Policy

## Scope

Investa ('Investa') is committed to conduct that is ethical, legal, and professional and to the principles of sustainability encompassing environmental, social and governance (ESG) dimensions.

This policy applies to Investa Management Holdings (IMH) and its subsidiaries (together, Investa). Investa is committed to the long-term integration of environmental, social and governance (ESG) practices that are ethical, legal, and professional.

This policy sets out Investa's commitment to consider sustainability in every aspect of its business platform, including to its employees, to enable its investments to positively impact people and the planet.

IMH is the primary employing entity in the Investa business. This policy applies to all Investa employees. IMH via its employees, in particular the senior management team, is responsible for the implementation of this policy and IMH will ensure that the day-to-day management of the Investa management platform is conducted in accordance with this policy framework.

This policy provides the overarching framework for the process regarding sustainability and environmental risk management by Investa, including in the management of the Investa funds business, which comprises the funds, or mandates managed by Investa on behalf of external investors (together the Entities). This policy is to be read in conjunction with any Entity Policy and to the extent of any inconsistency, the Entity Policy will prevail.

## Key Principles

At Investa, we are committed to transform the future of real estate through ESG. Across our business platform, we are reimagining the way we work and live, helping to regenerate our built environment and building a more resilient future.

Investa conduct our business in line with the UN Sustainable Development Goals, The Paris Climate Agreement, the Global Biodiversity Framework and Investa's Transform Tomorrow Strategy.

To transform tomorrow, Investa seeks to build the capacity of our employees, customers and suppliers to identify, analyse and address sustainability challenges.

Our focus is to deliver sustainable buildings, thriving communities and a resilient business now and into the future. We establish strategic frameworks to meet the needs of our current and future stakeholders and partners for the benefit of people and the planet.

Integration of our principles helps our business to:

- Maintain its global leadership position in ESG performance, and Responsible Investment
- Minimise risk to investors in order to attract and maintain global investment
- Achieve competitive advantage
- Drive tenant and investor engagement and provide exceptional customer experiences
- Position Investa as a strategic property partner of choice
- Attract, retain, develop and inspire Investa's people and culture to thrive

- Operate at the highest level of integrity
- Continue to provide superior long-term returns across a range of financial, social and environmental performance benchmarks.

## Objectives

Investa will manage its investments, operations, service providers and subcontractors, in a manner that is consistent with the principles of ecologically sustainable development, minimising the impacts of climate change and managing our nature impacts and dependencies. Investa will strive to deliver continuous improvement through monitoring and review of sustainable performance and demonstrate due diligence in the provision of its services

We will meet these commitments by:

## Environment

- Identifying, assessing and mitigating climate change risk and incorporating resilience and adaptation measures into our investment approach
- Reviewing the environmental performance and impacts of our operations and setting of appropriate targets and objectives with regards to minimising those impacts
- Driving resource efficiencies through the optimal operation of our buildings and minimising our carbon footprint, through responsible management of resources, optimal operation of our buildings, enhancing energy efficiency and improving water and waste efficiency
- Promoting the principles of the circular economy for resource use, material selection, procurement and waste management, and specifying the use of safe, reused and recycled materials with low embodied energy, minimising waste and resource depletion preventing pollution
- Protecting, restoring and where possible enhancing ecological biodiversity systems and environments in the regions in which we operate and integrating nature risk assessment and nature positive outcomes into investment decision making and operations
- Investing in a low carbon economy through our net zero pathways, our renewable energy strategy, use of smart building technology and engaging with our customers to collaboratively transition to a low carbon economy
- Integrating environmental duty of care into business planning and day to day activities, maintaining an environmental management system and continual improvement of the environmental management system to enhance environmental performance
- Working closely with our owners to implementing our pathway to scope 1 and 2 net zero emissions in operations by 2025, through energy efficiency, continuing to procure 100% renewable electricity, decarbonising our managed buildings over time, and offsetting residual emissions
- Pursuing opportunities to reduce embodied carbon emission in capital works and developments
- Providing the overarching framework for the process regarding environmental risk management by Investa, including in the management of the Investa funds business, which comprises the funds, or mandates managed by Investa on behalf of external investors (together the Entities). Additionally, specific requirements of the Entity may exist and referred to in an Entity Policy.
- Engaging and working with our employees, suppliers and customers to understand the impact of their actions on the environment, and encourage them to manage their actions in an environmentally responsible manner and including collaboration on a trajectory to a low carbon economy

## Social

- Investing in our people by providing them with the skills, awareness and leadership to thrive, engage and achieve our sustainability responsibilities so they may make a sustainable and innovative impact inside and outside the business
- Be a market leader in innovation in the management and operation of our business, people and assets
- Engaging with our communities in creating positive change and adoption of sustainability practices
- Building a shared future where we listen to, learn from and build genuine partnerships with First Nations peoples and communities so that all Australians have equal opportunity to thrive
- Creating a workplace in which diversity and inclusion in all its forms is recognised, embraced and respected.
- Prioritising a connected culture that strongly aligns with our purpose, goals and the best interests of our stakeholders
- Protecting and enhancing the health, safety, inclusion and wellbeing of our people, tenants and communities
- Engaging employees and customers in community and health and wellbeing programs
- Working with community partners to engage employees and invest in giving and volunteering in the communities we operate.

## Governance

- Adhering to the highest ethical, legal and professional standards during the procurement of goods, materials and services, and management of our supply chain. Working with our partners and suppliers, investors and customers to mitigate supply chain risk
- Committing to monitor, review and transparently report on the sustainability performance of the business that demonstrates Investa's ESG performance in accordance with regulatory and voluntary reporting frameworks and progressing reporting disclosures towards the Australian Sustainable Reporting Standard (ASRS) and the Taskforce for Nature related Financial Disclosure (TNFD) reporting framework
- Adhering to Investa's Responsible Investment Policy which seeks to incorporate environmental, social and corporate governance (ESG) matters into investment decision-making and ownership practices
- Conducting all of our operations in accordance with relevant legislative and other requirements

Investa will meet these policy commitments through implementation of the Transform Tomorrow sustainability framework strategies, targets and baseline metrics and will report on our progress annually.

Investa will partner with our key stakeholders, including employees, investors and tenants to integrate our commitments in our day-to-day business operations. Investa will continue to work and collaborate with our suppliers, industry groups and government to continue to develop best practice sustainability management.

## Roles and Responsibilities

The Investa ESG Committee, a management committee guides the implementation, operation and effectiveness of Investa's sustainability policy and performance. The ESG Committee reports to the Investa Management Holdings Audit & Risk Committee (IMHARC), a sub-committee of the IMH Board, which has ultimate oversight of the Sustainability Policy.

In consultation with our Directors, CEO, COO and Group Executive, the General Manager Corporate Sustainability will assume responsibility for the direction of Investa’s sustainability strategies.

## Policy Review

This policy will be reviewed by the ESG Committee and the IMH ARC annually.

## Policy Information

**Responsibility:** General Manager, Corporate Sustainability, Head of Environment & COO

**Date Created:** January 2016

**Date Last Reviewed:** October 2024

**Review Frequency:** Annually

### Revision History:

#### Sustainability Policy

Version	Date Released	Accountable	Description
1.0	30 June 2016	General Manager, Corporate Sustainability, & COO	
2.0	16 May 2022	General Manager, Corporate Sustainability, & COO	Updates to principles and commitments
3.0	18 October 2024	General Manager, Corporate Sustainability, Head of Environment & COO	Environment Policy integrated within Sustainability policy. Updates to principles and commitments

#### Environment Policy

Version	Date Released	Accountable	Description
1.0	1 January 2016	General Manager, Environment and Safety & COO	Policy framework
2.0	28 June 2023	General Manager, Environment and Safety & COO	Updates to principles and commitments