

# Sustainability Policy

## Scope

HLG Australia is committed to conducting that is ethical, legal, and professional. HLG Australia is further committed to the principals of sustainability encompassing environmental, social and economic, dimensions.

This policy sets out HLG Australia's commitment to ensuring sustainability is considered in every aspect of business operations. Integration of our sustainability principles helps our business to;

- Attract and maintain local investment and seek global investment opportunities
- Achieve a competitive advantage
- Drive tenant and investor engagement
- Position HLG Australia as a strategic investment and business service partner in Australia
- Attract, retain, develop and allow HLG Australia's people and culture to thrive
- Operate at the highest level of integrity
- Mitigate risk associated with the impacts of climate change
- Principles

At HLG Australia, we strive to conduct our business in line with the UN Sustainable Development Goals, and specifically the following ESG (Environmental, Social and Governance) principles;

- To maintain a position of global leadership in ESG performance and Responsible Investment
- Provide a superior return on investment to our shareholders without sacrificing the environment or the highest standards of conduct
- Achieve a Net Zero Emissions Target by 2050 in alignment with the 2015 Paris Climate Agreement
- Ensure long term resilience of our business, people and assets
- Minimise resource use, pollution and waste
- Conserve biodiversity and enhance ecological outcomes
- Prioritise a connected culture that strongly aligns with our purpose, goals and best interests of our stakeholders.

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- Create a workplace in which diversity in all its forms is recognised, embraced and respected.
- Invest in our people so they may make a sustainable, innovative impact inside and outside the organisation
- Protect and enhance the health, safety and wellbeing of our people, tenants and communities
- Adhere to the highest ethical, legal and professional standards during the procurement of goods and services, and management of our supply chain
- Commit to stringent standards of governance measure

## Objectives

Through the integration of our sustainability principles we will;

- Identify, monitor and manage the physical and transition risks posed by climate change;
- Adhere to HLG Australia's Sustainable Responsible Investment Guidelines incorporating environmental, social and corporate governance (ESG) issues into investment decision-making and ownership practices;
- Be a market leader in innovation in the management and operation of our business, people and assets
- Ensure our people are capable of integrating sustainability principles in business operations;
- Expand our boundary of influence, to engage our communities in our sustainable practices;
- Work with our partners and suppliers, investors and customers to mitigate supply chain risk;
- Engage in industry representation to drive direct action on climate change
- Monitor and Report transparently and regularly on our sustainability performance.

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## Roles and Responsibilities

The HLG Australia management team and the board, guide the implementation, operation, and effectiveness of HLG Australia's sustainability policy and performance.

In consultation with our Directors and entire management team, Corporate Sustainability will assume responsibility for the direction of HLG Australia's sustainability strategies.

*Luis De Sousa*

**Luis De Sousa**

**Managing Director**

## Policy Information

**Responsibility: Managing Director**

**Date Created:** 2010

**Date Last Reviewed:** 18 September 2019