

SUSTAINABILITY POLICY FOR DIRECT PROPERTY

Active Super
Effective date: July 2021

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ACTIVE  **SUPER**

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Policy statement

Active Super is committed to ensuring that responsible management practices are in place to minimise the environmental impact of our properties and that we are making a positive contribution to society. Active Super aims to continuously improve our sustainability performance and play a leadership role in the industry.

We believe that acting in an ethical and sustainable manner is the best practice approach to successfully managing an organisation's activities. Our commitment to sustainability ensures we are aligned with our members' interests and are a super fund of choice.

We endeavour to incorporate environmental and social considerations into all our operations and investments, including the management of our direct property portfolio. While implementing this policy, Active Super is mindful of the need to address these considerations within our duty to act in the best financial interests of Active Super members.

The policy is consistent with the long-term objectives of Active Super, its risk tolerance and the Active Super Sustainable & Responsible Investment Policy.

Sustainability principles

The following principles provide the framework to set goals, promote continual improvements and maintain a culture that achieves the sustainable performance to which we aspire for our property portfolio. We will strive to:

- Manage the portfolio within the risk and return parameters that have been determined by the Active Super Board to be in the best financial interests of our members;
- Meet the requirements of environmental and social laws, as well as the policies, charters and other commitments to which we subscribe;
- Mitigate the effect our properties have on the environment and society by considering the environmental and social consequences of our investment management decisions;
- Address climate change risks to become more resilient over time;
- Minimise our energy use and carbon emissions and support renewable energy;
- Utilise sustainable materials and ensure resources are used efficiently;
- Minimise our waste generation and water usage;
- Provide healthy and safe workplaces for our employees and tenants;
- Ensure we conduct our business in a responsible manner and are respected by the community in which we operate;
- Regularly report the sustainability performance of our properties to tenants, members, local communities, the general public and other stakeholders;

- Engage our tenants, property and facilities managers, service providers, regulators and other relevant stakeholders to assist developing and implementing our property sustainability program and to seek feedback on our performance;
- Continually improve the building performance ratings targeting optimal performance;
- Ensure that our tenants and property and facilities managers have the necessary training, skills, knowledge and resources to meet our sustainability commitment and the requirements of this policy; and
- Ensure that managers of our external wholesale property funds and REIT's meet the intent of this document.

Ratings & commitments

The Active Super Property portfolio strives to achieve the following sustainability ratings and commitments:

- Average 5.0 stars NABERS Energy rating;
- Average 4.0 stars NABERS Water rating;
- Average 4.0 stars NABERS Waste rating;
- Green Building Council of Australia 6-star Green Star - Performance rating;
- Carbon Neutral certification (base building) for all NABERS rated buildings under the Climate Active Carbon Neutral Standard for Buildings;
- 80% of Active Super tenants commit to purchase 100% GreenPower. Active Super will recognise those tenants who publicly report their own renewable energy or carbon neutral commitments as having complied with this requirement;
- Purchase of 100% GreenPower for the Active Super Property portfolio base building electricity needs; and
- Active Super is a signatory to the World Green Building Councils 'Net Zero Carbon Buildings' commitment to reach net zero carbon in operation for all buildings under direct control by 2030, and to advocate for all buildings to be net zero carbon in operation by 2050.

Implementation

Active Super is committed to implementing sustainability initiatives that make sound economic sense and optimise returns for our members. The Active Super Property team will lead and actively support all efforts required to establish, communicate and implement this policy. The Active Super Property team has responsibility for reviewing and overseeing the

implementation of this policy and will provide quarterly performance reports to the Active Super Investment Committee.

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