



# HADLEY GREEN SUSTAINABILITY POLICY

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December 2020

Sustainability is about more than protecting the natural environment; it entails responding to the ever evolving needs of our clients, achieving our long-term commercial goals, and working in partnership with our stakeholders to improve environmental and social outcomes.

Hadley Green Investment Group (HGIG) understands the importance of acknowledging and responding to how Environmental, Social and Governance (ESG) impacts our business activities. We believe businesses operating to the highest ethical standards and corporate responsibility principles and practices will be better positioned to deliver long term performance.

Our strong corporate governance culture directs our operations in a way that is sustainable and transparent, minimising risk and fostering social expansion. We actively partner with all of our stakeholders to ensure that our investments and operations support ethical business practices and adhere to all relevant legislation and regulations.

ESG issues significantly impact portfolio and investment values. Therefore, we place these factors at the heart of our investment decision making process. HGIG incorporates sustainability considerations and ESG risks as part of our fiduciary investment management obligations, consistent with our long term investment objectives.

We are committed to factoring ESG considerations into our investment due diligence and decision-making by:

- Actively addressing and managing our impact through optimising the use of resources, minimising our carbon footprint, waste and pollution and protecting the environment in which we operate;
- Establishing responsible sustainability practices in property design and operations that optimise building performance and maximise stakeholder/tenant satisfaction;
- Assessing and incorporating the effect of climate change risk, adaptation and resilience into our investment and business decisions;
- Facilitating the implementation of environmental, social and governance legislative requirements as well as ongoing compliance with relevant legislation and regulations;
- Providing a safe culture ensuring standards of workplace health and safety for our employees and stakeholders are met;
- Creating an engaging, supportive and innovative workplace that attracts, develops, retains and fosters our employees;
- Supporting and developing our employees to use their skills and expertise to respond to sustainability challenges;
- Promoting and encouraging inclusion, diversity and equality across our day to day operations and social interactions;
- Connecting with the communities in which we operate to enhance and support their growth through our investments;
- Ensuring ongoing engagement with our stakeholders to work towards common goals, identify challenges and address our environmental and social responsibility.



We continue to pursue and develop our policy commitments by:

- Establishing accountability for the implementation of our sustainability policy and strategies at management level;
- Developing and implementing baseline measures and targets for tracking environmental, social and economic sustainability outcomes;
- Partnering with stakeholders to advance best practices and capitalise upon new opportunities while achieving joint sustainability outcomes;
- Ensuring suppliers and service providers adopt practices and standards for environmental management, sustainability and leadership consistent with our policy;
- Managing environmental and social risks associated with our financing activities ensuring ethical lending principles are adhered to;
- Encouraging implementation and establishment of innovative, practical and cost effective solutions and technologies that deliver more sustainable outcomes;
- Leveraging the skills and passion of our employees to advance sustainability in our business and communities.

While this policy provides the foundation of our current commitment to sustainable business practices, we recognise that our responsibility is ever evolving and so does the need to develop our sustainability commitments. We will endeavour to respond to all future challenges and opportunities in a way that is transparent and in the best interest of investors and broader society.

A handwritten signature in black ink, appearing to read 'Hugh Zochling'.

Hugh Zochling  
Founding Director