

Scarborough Group is committed to sustainable and responsible business practices, and recognises the importance of environmental, social, and governance (ESG) considerations in the management of our properties, developments and project opportunities. This ESG policy outlines our commitment to sustainability and our approach to managing our properties, developments and project opportunities, in a way that maximises positive impact and minimises negative impact on the environment, society, and governance.

### **Environmental Considerations**

Our company recognises the critical role that property management and development plays in environmental sustainability and is committed to reducing our environmental impact through the following measures:

1. Energy Efficiency: We will work to ensure that our properties and projects are as energy-efficient as possible, implementing measures such as the use of LED lighting, motion sensors, and energy-efficient heating and cooling systems.
2. Waste Reduction: We will work to minimise waste at our properties by implementing recycling programs and reducing single-use plastics where possible. This is an especially prevalent issue in the New Zealand building industry.
3. Water Conservation: We will promote water conservation through the use of low-flow plumbing fixtures and the implementation of water-efficient landscaping practices.
4. Sustainable Materials: Where possible, we will use sustainable materials in the construction, renovation, and maintenance of our properties, such as eco-friendly paints, flooring, and insulation.

### **Social Considerations**

Our company recognises the importance of social responsibility in our operations and is committed to fostering positive social impacts in the communities where we operate through the following measures:

1. Health and Safety: We will prioritise the health and safety of our tenants, employees, and contractors by implementing best practices for building safety and security.
2. Community Engagement: We will actively engage with our local communities to better understand their needs and priorities, and work to address any concerns that may arise.
3. Diversity and Inclusion: We will promote diversity and inclusion within our organisation and strive to create an inclusive environment that celebrates the unique backgrounds and perspectives of our employees and tenants.
4. Stakeholder Engagement: We will maintain open and transparent communication with our stakeholders, including tenants, investors, and local communities, to ensure that we are meeting their needs and expectations.

### **Governance Considerations**

Our company recognises the importance of strong governance practices in ensuring the long-term sustainability and success of our business, and is committed to upholding high standards of governance through the following measures:

1. Ethics and Integrity: We will conduct our business with the highest standards of ethics and integrity and will not tolerate any unethical or illegal behaviour.
2. Compliance: We will comply with all applicable laws and regulations, and will ensure that our employees and contractors are aware of and adhere to these requirements.
3. Risk Management: We will implement effective risk management practices to identify and mitigate risks that may impact our operations or reputation.
4. Transparency and Accountability: We will maintain open and transparent communication with our stakeholders and will hold ourselves accountable for our actions and decisions.

### **Customisation and Personal Relationships**

Our company is committed to providing customised solutions to meet the unique needs of each of our clients. We recognise that each property, project and client is different, and will work closely with our clients to understand their goals and priorities and develop tailored solutions that meet their specific needs. We believe that building strong personal relationships with our clients is critical to our success and will work to foster open and transparent communication to ensure that we are meeting their needs and expectations.

Scarborough Group is committed to sustainable and responsible business practices and recognises the importance of ESG considerations in the management of our properties, projects and developments. We will work to reduce our environmental impact, foster positive social impacts in our communities, and uphold high standards of governance to ensure the long-term sustainability and success of our business. We are committed to providing customised solutions to meet the unique needs of each of our clients and will build strong personal relationships to ensure that we are meeting their needs and expectations.