

LINK ASSET MANAGEMENT LIMITED

(Manager of LINK REIT)

Biodiversity Policy

Version	Date	Major Update	Issued by
1.0	Dec 2018	Initial Release	Calvin Lee Kwan GM (Corporate Development & Strategy)

Table of Contents

1. Objectives.....	1
2. Abbreviations.....	2
3. General Policy	3
4. Implementation and Review.....	4

1. Objectives

- 1.1. This policy sets out Link's stance and approach on biodiversity and will enable us to assess biodiversity-related risks and opportunities in managing our investments, anticipate and respond proactively to emerging regulations and societal expectations. We also believe that by creating assets that are connected to their local and natural environment, we provide nearby communities vibrant shopping experiences.
- 1.2. The objectives of the policy are to:
 - 1.2.1 Understand that biodiversity is not only recognised as an inherent value, but there is interdependence between healthy and diverse ecosystems and the wellbeing of our society;
 - 1.2.2 Further recognise the importance of ecosystem services that directly or indirectly benefit our business through the provision of natural resources, such as food, water, fuel and natural fibres, and through the absorption of pollution and waste; and
 - 1.2.3 Remain mindful that the physical footprint of our assets can have an impact, through design, construction and maintenance phases potentially having a direct impact on biodiversity.
- 1.3. The policy applies to the whole group and is applicable to assets of all geographical location.

2. Abbreviations

<u>Abbreviation</u>	<u>Full Description</u>
EMS	Environmental Management System
KPI	Key Performance Indicator(s)
SWG	Sustainability Working Group

3. General Policy

- 3.1 Link strives to be a community leader in making a positive impact on the environment and actively plays its role in contributing to biodiversity wherever possible and encourages others where it can meaningfully do so.
- 3.2 Accordingly, we will:
 - 3.2.1 Assess potential biodiversity impacts of all major new construction projects (above and beyond regulatory requirements), and design properties with the aim of having an overall net positive impact;
 - 3.2.2 Restore, protect and support local biodiversity, to improve biodiversity value of our surrounding properties through local measures;
 - 3.2.3 Select and use materials during the development and enhancement of our properties in view of their impacts on ecosystems;
 - 3.2.4 Track and report on appropriate measures associated with biodiversity, where possible;
 - 3.2.5 Establish relationships with local community parties and environmental groups to encourage their participation relating to protecting and improving local biodiversity and draw on their knowledge in managing Link's impacts;
 - 3.2.6 Comply with all relevant laws, regulations and standards in all of the countries in which Link operates and contribute to local, national and regional biodiversity planning; and
 - 3.2.7 Conduct regular biodiversity assessment at all of Link's construction sites.

4. Implementation and Review

- 4.1 Link will enact this policy by implementing procedures in Link's EMS.
- 4.2 All Link's employees must comply with the Biodiversity Policy.
- 4.3 Suggestions, issues and concerns raised by Link's employees and public concerns on Link's Biodiversity Policy will be reported to the management team and conveyed back to Corporate Development & Strategy. Further amendments will be made as necessary.
- 4.4 This policy should be enforced in Link's daily operations and the responsibility to review the policy lies with Corporate Development & Strategy.
- 4.5 All respective budget controls are included in Link's annual budgets of relevant parties.
- 4.6 KPI and status updates relating to each commitment identified in this policy will be reported to meetings of the SWG when needed. In addition, updated information will be placed on Link's sustainability website.
- 4.7 The Biodiversity Policy will be regularly reviewed considering legislation and organisational changes and developments in sustainability best practices, or at a minimum, every three (3) years.