

LINK ASSET MANAGEMENT LIMITED

(Manager of LINK REIT)

Sustainability Policy

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1. Objectives

- 1.1 This policy describes Link's stance and approaches on sustainability and how we believe that sustainability is good for those around us and therefore good for our business.
- 1.2 The objective of the policy is to recognise the need to be a responsible business by continuously managing and minimising our environmental impact, contribute to social and community wellbeing, and maintaining a high level of corporate governance.
- 1.3 The following sections in this policy layout Link's specific policy commitments relating to sustainability and describe the way we aim to embed each core element within the decision-making process of our business activities which apply to the whole group to assets of all geographical location.

2. Abbreviations

<u>Abbreviation</u>	<u>Full Description</u>
EMS	Environmental Management System
KPI	Key Performance Indicator(s)
NGO	Non-Governmental Organisation(s)
OHS	Occupational Health and Safety
SWG	Sustainability Working Group

3. General Policy

3.1 Overall Sustainability Commitment

- 3.1.1 Link believes that sustainability is good for those around us and therefore good for our business and aims to work in partnership with our stakeholders and to achieve our vision to “*be a world class real estate investor and manager, serving and improving the lives of those around us.*” Link strives to be an overall positive contributor to building sustainable and resilient communities and ecosystems. This enables us to deliver on our brand promise, “Link People to a Brighter Future”.
- 3.1.2 Accordingly, we will:
- 3.1.2.1 Implement sustainability initiatives with commercial insight for our stakeholders;
 - 3.1.2.2 Use Link’s Corporate Value Creation Model to guide our decision making, enabling us to better articulate the broadened impact of our initiatives and how we create value to our stakeholders;
 - 3.1.2.3 “Walk the talk”, operating as a world class real estate investor and manager exemplar;
 - 3.1.2.4 Publicly report our progress at least annually with independent verification;
 - 3.1.2.5 Adopt a practice and culture of continuous improvement;
 - 3.1.2.6 Strive to be a first mover in our industry locally, regionally and internationally regarding sustainability;
 - 3.1.2.7 Apply this policy to Link workplaces and all properties wholly owned as listed on Link’s website where the aspect is under Link’s operational control;
 - 3.1.2.8 Collaborate with our stakeholders and ensure we understand their needs and meet their expectations;
 - 3.1.2.9 Share our knowledge internally and externally; and
 - 3.1.2.10 Meet or exceed legal sustainability-related regulatory requirements.

3.2 Stakeholder Engagement and Development

- 3.2.1 Link is committed to consistently and actively engage with our stakeholders (our communities, employees, investors, tenants and our business partners - suppliers and vendors, NGOs, media and government) to understand their expectations to us.

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- 3.2.1.1 By maintaining clear and open channels for dialogue, we will understand our stakeholder's concerns and expectations;
 - 3.2.1.2 Actively promote a culture of individual ownership, responsibility and increased performance;
 - 3.2.1.3 Leading risk management values, practices, policies and tools will be adapted to support and enhance our risk management activities;
 - 3.2.1.4 Solving a variety of issues such as corporate priorities, performance and how we will manage emerging trends; and
 - 3.2.1.5 Provide opportunities to identify and pursue common goals together.
- 3.2.2 Accordingly, we will:
- 3.2.2.1 Actively engage with the stakeholders within which our assets are located, including marginalised parts of the community; and
 - 3.2.2.2 Apply a consistent approach to understand and respond to our stakeholder's needs and specifically respond to our communities' needs, aspirations, cultures, sense of place and placemaking in the communities in which we operate in, including:
 - 3.2.2.2.1 Addressing our community priorities and requests through Link's approach to the design and operation of our assets and investment in communities in which we are located;
 - 3.2.2.2.2 Providing inclusive places and services that encourage sharing and a sense of ownership from all parts of the community;
 - 3.2.2.2.3 Strive to deliver sustainable benefits to the community through our contributions, and building long-term partnerships and relationships;
 - 3.2.2.2.4 Strive to leave a lasting positive legacy in the communities in which we operate, by building capacity to engage in, articulate and realise our vision of linking communities to a brighter future;
 - 3.2.2.2.5 Encourage our employees to contribute to the community through Link's volunteering committee and workplace giving/donation to charities; and
 - 3.2.2.2.6 Recognise and work with disputes or problems between different community expectations.

3.3 Our Staff

- 3.3.1 Link strives in providing a fair, equitable and transparent work environment, valuing work-life balance and leadership development.
- 3.3.2 Accordingly, we will:

- 3.3.2.1 Promote Link's Vision, Mission and Values actively, as a cornerstone to the way we do business;
- 3.3.2.2 Engage our staff and promote open communication, we continue to provide various formal and informal networking and communication channels for exchange of ideas, opinions, and information such as "Your Voice";
- 3.3.2.3 Strive to maintain the highest standards to enhance the OHS of our employees and the communities we serve in;
- 3.3.2.4 Through our Learning and Development Programme, we will strive to provide OHS and wellness training as well as programmes that proactively manage the OHS of employees. Our emergency preparedness and response programme help protect our employees and their surrounding communities;
- 3.3.2.5 Ensure we have a remuneration policy that rewards achievement of sustainable performance, encourage and retain high performing staff;
- 3.3.2.6 Develop and invest in our staff by ensuring we build leaders today for tomorrow via our Competency Framework and through our Leaders Development Centre;
- 3.3.2.7 Encourage a work-life balanced approach;
- 3.3.2.8 Continue to increase diversity at all levels of the business (i.e. gender, age, race/ethnicity, expertise); and
- 3.3.2.9 Resolve employee conflicts in a fair, open and constructive way.

3.4 Our Commitment to the Environment

- 3.4.1 Link strives to minimise our environmental footprint and to be a community leader in making a positive impact on the environment.
- 3.4.2 We believe that comprehensive environmental stewardship and resource conservation strategies must be fully implemented in our daily business operations. We will do this by:
 - 3.4.2.1 Identifying a set of environmental priorities to achieve over the next few years;
 - 3.4.2.2 Reducing greenhouse gas emissions, energy consumption, water use and waste production at our properties, will remain the immediate key priorities; and
 - 3.4.2.3 Long term priorities including water mitigation, enhancing biodiversity and climate change adaptation strategies will be developed.

3.4.3 Accordingly, we will:

- 3.4.3.1 Determine and respond to climate change risks and opportunities in managing our diverse portfolio and actively work to minimise our environmental footprint in our daily operations, development and corporate activities;
- 3.4.3.2 Strive to build resilience into the places we create and in the communities where we have a presence;
- 3.4.3.3 Strive to prevent and minimise pollution related to any of our daily operations;
- 3.4.3.4 Protect biodiversity and ecosystems through ongoing assessments and management of our activities;
- 3.4.3.5 Conserve water and ensure that it is valued as a natural resource;
- 3.4.3.6 Recognise resource scarcity through responsible procurement, use and management of materials;
- 3.4.3.7 Advocate and actively pursue a holistic approach to the design, delivery and operation of high-performance green buildings, infrastructure and sustainable boundaries that exceeds best practice through innovation;
- 3.4.3.8 Identify, manage and minimise pollution; and
- 3.4.3.9 Strive to actively engage, support and encourage our stakeholders to respond to climate change, conserve water, reduce waste and protect and enhance biodiversity in areas within our influence.

4. Implementation and Review

- 4.1 Link will enact this policy by implementing procedures in the Link's EMS.
- 4.2 All Link's employees must comply with the Sustainability Policy.
- 4.3 Suggestions, issues and concerns raised by Link's employees and public concerns on Link's Sustainability Policy will be reported to the management team and conveyed back to the Corporate Development & Strategy department. Further amendments will be made as necessary.
- 4.4 This policy should be enforced into Link's practices 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 Management Standards governed by relevant international standards shall remain to ensure sustainability is managed thoroughly and consistently across the business;
- 4.7 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.
- 4.8 Vital roles and obligations relating to sustainability management shall be clear in contractual agreements with relevant business partners, including suppliers and are documented clearly, developed locally, operating procedures are standard shall exist for all activities known as high risk/materials;
- 4.9 The Sustainability Policy will be regularly reviewed considering legislation and organisational changes and developments in sustainability best practices, or at a minimum, every three (3) years.