

# Supply Chain Sustainability guidelines

At Growthpoint Properties Australia (“Growthpoint”), we seek to drive sustainable business outcomes through engaging with our suppliers, contractors and service providers. We recognise that operating sustainably goes beyond our own organisational boundaries, hence the need to engage with suppliers to monitor environmental, social and governance risks that may exist in our supply chain. Growthpoint is committed to continuing to refine its sustainability practices. To deliver best practice and drive sustainability performance, our suppliers, contractors & service providers are encouraged to comply with these guidelines.

## 1. Corporate Governance

High standards of corporate governance ensure that the organisation is directed and controlled in a responsible and transparent manner which ensures long-term value creation. Growthpoint seeks to ensure continued achievement of best practice corporate governance. Growthpoint has an extensive corporate governance program in place.

*Growthpoint expects suppliers, contractors & service providers to:*

- Comply with all relevant local and national laws and regulations in relation to ethical behavior, anti-bribery & corruption and other relevant business practices.
- Have a written policy which outlines appropriate conduct and standards of personal behavior of employees.
- Provide timely disclosures of material ESG issues concerning Growthpoint.

## 2. Labour practices & human rights policies

Responsible workforce practices should be applied consistently across an organisation's operations, in keeping with applicable laws and internationally recognised standards. Growthpoint strives to create and maintain a nurturing environment which respects the interests of all stakeholders including; securityholders, tenants & employees.

*Growthpoint expects suppliers, contractors & service providers to:*

- Comply with relevant legislation in relation to employment and human rights.
- Respect employees and offer a safe workplace free of direct or indirect discrimination, harm intimidation, harassment or fear.
- Not engage in use of child, forced or involuntary labour in any form.
- Be committed to providing training and development for all employees.
- Have written workforce policies that include diversity and equal opportunity in recruitment.

## 3. Occupational Health & safety

Growthpoint is committed to providing a healthy and safe working environment for all staff.

*Growthpoint expects suppliers, contractors & service providers to*

- Comply with all relevant local and national occupational health and safety laws and regulations appropriate for the nature and scale of their business and services.



#### **4. Environment**

Growthpoint acknowledges the impact of climate change and is committed to reducing its environmental impact. Growthpoint has an ongoing commitment to ensure our brand is associated with strong sustainability credentials. To continue on delivery of this commitment, it is important for us to manage our impact to the environment by consuming resources efficiently.

*Growthpoint expects suppliers, contractors & service providers to:*

- Comply with all relevant local environmental legislation in which they operate
- Endeavor to have systems in place to manage monitor & implement resource efficiency initiatives associated with energy, waste and water usage which is appropriate for their nature and scale of business services.

#### **5. Community involvement & development**

As a responsible corporate citizen, we recognise that we have a role to play in supporting the communities in which we operate.

*Growthpoint expects suppliers, contractors & service providers to:*

- Engage with communities and support good community causes.