

Sustainability Policy

Introduction

This Sustainability Policy (**Policy**) has been adopted by the Boards of Directors (the **Boards**), of Stride Property Limited (**SPL**), and Stride Investment Management Limited (**SIML**, with SIML, and SPL each being a Stapled Entity and together, **Stride**).

The SIML Chief Executive Officer is responsible for the sustainable performance of Stride and each General Manager is responsible for ensuring this Policy is implemented. Staff are encouraged to identify key opportunities for environmental improvement.

This Policy will be communicated to all employees, tenants, suppliers, Boards of Directors and made available to the public through Stride's website.

SIML, as manager of a number of entities, has responsibilities in relation to properties and entities managed by SIML, as well as those owned by SPL. This policy applies to SIML in its role as manager, noting that SIML's role as manager is to recommend certain actions and policies to the Boards of the SIML-managed funds who will have decision-making power over their own operations.

Stride's Commitment to Sustainability

Sustainability is a core part of Stride's business, as a sustainable business strategy incorporating the three aspects of people, planet and prosperity is important for long term success.

This Policy supports Stride's sustainability strategy, which has the purpose of 'creating enduring shared value'. Stride's sustainability strategy has three strategic goals:

- Contribute to a resilient community – we seek to promote leading health and safety performance and support a connected and inclusive community;
- Develop shared prosperity – we seek to foster long-term prosperity by investing in and managing places that reward everyone connected to them;
- Protect the planet – we seek to create efficient, climate-resilient places that deliver long term value and support a low carbon future.

Sustainability Objectives

Stride aims to continually reduce any adverse environmental impacts of its operations and to maximise the positive impacts of its business activities on the community and environment through:

- Striving to continuously improve Stride's environmental performance and monitoring this performance through recognised benchmarking;
- Complying with Stride's environmental obligations in those areas in which Stride operates;

- Assessing the effects of climate change and considering the impacts of climate change on Stride's business decisions;
- Seeking to own and manage sustainable buildings, evidenced through external ratings, such as NABERSNZ and Greenstar ratings;
- Understanding how Stride's business activities impact on stakeholders and the environment and responding appropriately;
- Educating, training and motivating employees, tenants and contractors to carry out activities in an environmentally responsible manner and ensure that a consideration of the environment is part of achieving Stride's business goals;
- Actively engaging with the communities in which Stride operates to create mutually beneficial outcomes; and
- Encouraging waste management and recycling solutions in the buildings that are owned and managed by Stride.

Sustainability Activities

To achieve Stride's sustainability objectives, Stride will:

- Implement an effective governance structure for the oversight of, and accountability for, sustainability objectives and goals;
- Undertake effective and regular communications and engagement with Stride's stakeholders on its sustainability performance and actions;
- Implement water conservation initiatives;
- Source local, sustainable materials where practicable;
- Understand and manage the energy efficiency of all properties owned and managed by Stride;
- Establish measurable targets for tracking and reducing carbon emissions in Stride's operations;
- Develop climate disclosures in line with the Taskforce for Climate Related Financial Disclosures (TCFD);
- Regularly report on Stride's overall sustainability performance; and
- Manage and promote waste minimisation and recycling initiatives.

Review of Policy

The Boards are accountable for approving this Policy and amendments to it.

This Policy was approved in April 2021 and will be reviewed every 24 months.