



# Sustainability Policy

INVESTMENT ASSETS



# Sustainability Policy

This policy applies to Walker Group Holdings Pty Ltd (“Walker”) Australian commercial assets, and is of relevance to all Walker directors, employees, contractors, business partners and their subsidiaries.

Walker aspires to contribute to a sustainable built environment future by developing and managing exceptional assets that generate a positive environmental and social impact, whilst delivering long-term value to the asset’s immediate and neighbouring communities.

Our sustainability policy is built on the following three pillars, underpinned with best practice governance and commitments:



Sustainable Economics and Resources



Healthy Workplaces, People and Planet



Vibrant and Resilient Places

Governance and Commitments



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# 01

## Sustainable Economics and Resources

We will commit resources and make the required investment to target sustainable outcomes and have a net positive benefit in the communities we operate in. This includes prioritising the implementation of opportunities with social benefits and other co-benefits.

To contribute to the health of our planet, we aim for our operational assets under Walker management being accredited as Carbon Neutral by 2028 and carbon positive by 2030.

We will actively manage our operational assets to continuously improve environmental performance to achieve excellence in energy and water efficiency, renewable energy, waste management and recycling across all our assets.

We will measure, benchmark and publicly demonstrate the sustainability performance of our assets through participation in widely accepted and established ratings systems such as NABERS. We will make a commitment to install on site generation and procure clean energy supply agreements where feasible.

# 02

## Healthy Workplaces, People and Planet

We commit to creating and maintaining nature-inspired healthy and productive indoor environments that benefit the wellness and wellbeing of building occupants.

We will design, develop, operate and maintain our assets:

- To target a connection with nature and the use of sustainable natural materials.
- That incorporate natural elements to improve occupant connection to nature such as indoor plants, green walls or roof gardens.

- To maximise natural light, fresh air and occupant comfort, by providing a welcoming environment and a place where people enjoy living, working, and visiting.

We aim to enhance biodiversity by maintaining a minimum share of outdoor area to vegetation, and preserving mature trees where practicable to provide habitat for wildlife.

We commit to incorporating water sensitive design into our developments, to retain and reuse water onsite and maximise the amenity of fresh water as a precious and finite resource.





## 03

### Vibrant and Resilient Places

We commit to creating great environments that benefit local communities and positively contribute to society.

We view every project as an opportunity for place-making. Accordingly, we will create spaces and environments that enable interaction, invite connection and foster a sense of wellbeing.

We will design, develop, operate and maintain our assets:

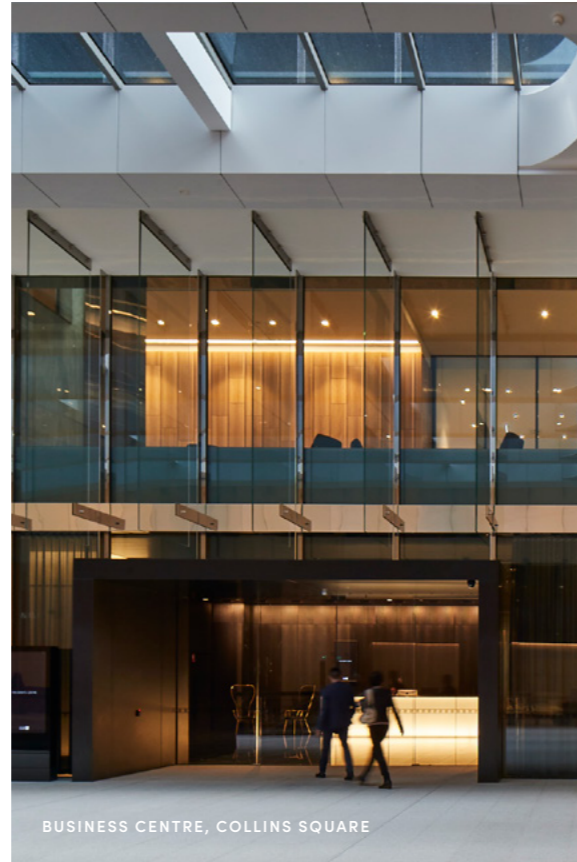
- To be inclusive, by provisioning for best practice accessibility, wayfinding and safety.
- To maximise natural light, fresh air and occupant comfort, by providing a welcoming environment and a place where people enjoy living, working, and visiting.
- To be able to respond to and withstand known and anticipated environmental stressors such as extreme heat, floods and storms.
- For digital connectivity and incorporate building intelligence that is attuned to the needs of occupants, balanced with the need for the building to be efficient and high performing.

We will engage with our stakeholders to identify shared values for sustainability, to work towards mutually-beneficial outcomes, and to multiply the benefits of our individual actions.

## Governance

To make our contribution count, and to stay the course, we will align all aspects of our business that drive value creation with sustainability outcomes. We will do this by setting a clear strategic direction and goals, building organisational capacity, establishing accountabilities at all levels in the organisation, monitoring, tracking and reporting on our progress, and underpinning this with an effective governance framework.

We continue to source green finance.



## Looking forward

We acknowledge the scale of the challenge we face to move to where we want to be. But we also know that applying the same ingenuity and effort that are at the core of Walker's success, we can continue to deliver leading-edge, high performing assets whilst making a net positive contribution both locally and globally.

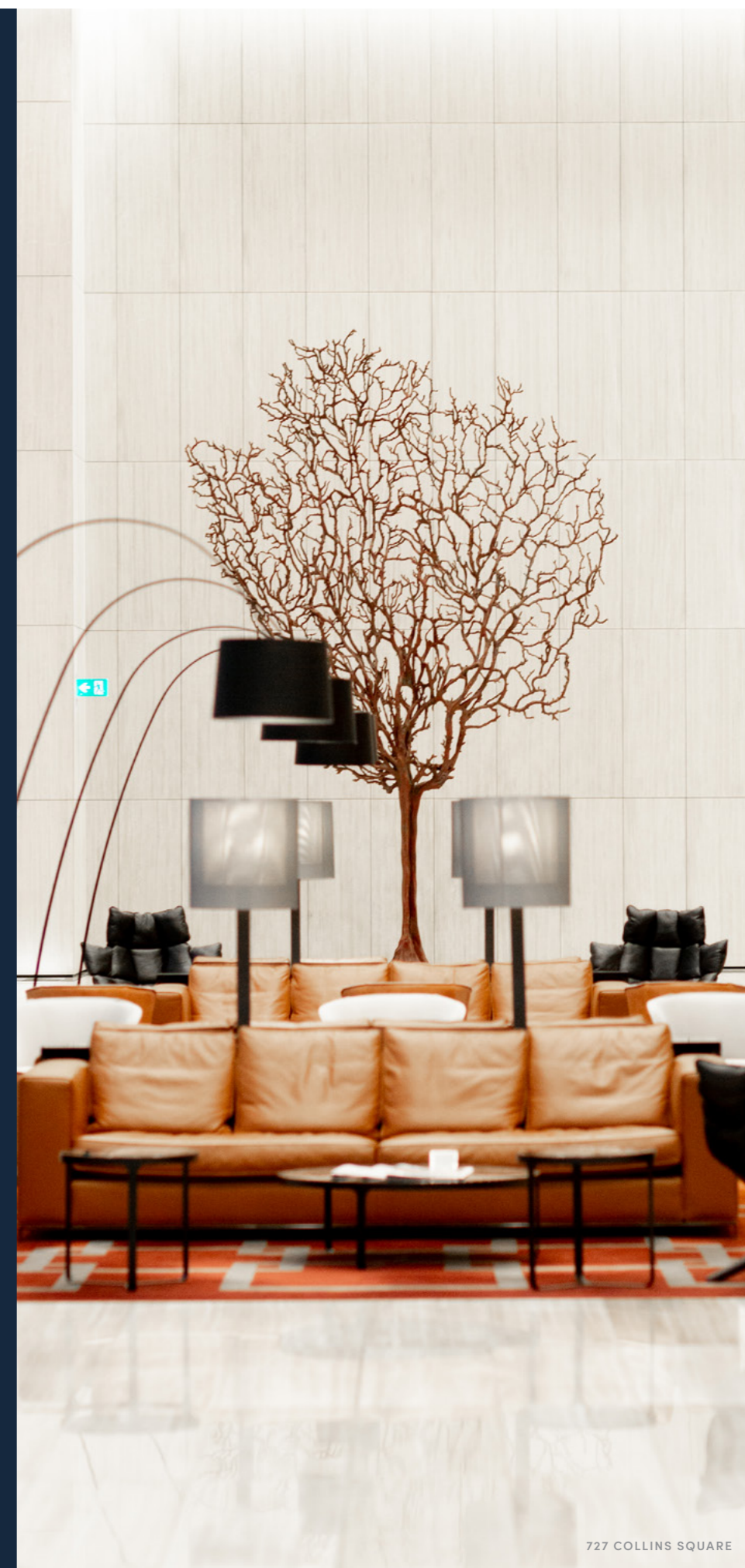
We look forward to taking our stakeholders and communities with us on this journey, so that together we can achieve even better outcomes.



# Actions and Targets

	ACTIONS – NEXT 5 YEARS	TARGETS – FY28	ACTIONS – FY29 & BEYOND
<b>Carbon</b>	Establish carbon neutral roadmap for all Walker commercial assets.	Climate Active Carbon Neutral certification for all operational assets under Walker management.	Aim to move organisation's dial to 'net positive'.
	Target Climate Active Carbon Neutral certification for operational precincts under Walker management.	Establish carbon offset project(s) to account for all Scope 1 and Scope 3 emissions.	
	Establish embodied carbon reduction strategy for new projects.	Expand carbon footprint to incorporate Embodied carbon.	Target to offset 100% of construction / embodied carbon on new developments.
<b>Energy</b>	Maintain 5.5 star NABERS energy ratings for existing operational assets under Walker management.	Achieve 6 star NABERS energy ratings for operational assets under Walker management.	
	Achieve a leading position in NABERS Energy Sustainable Portfolios Index for all Walker managed operational assets.	Achieve a leadership position in NABERS Energy Sustainable Portfolios Index for all Walker managed operational assets.	
	Target to utilise 100% renewable electricity on all operational assets under Walker management.	Complete transition to zero fossil fuel combustion across all assets - 100% electric + biogas/green gas if available in the market.	
<b>Water</b>	Target to achieve 5 star NABERS Water for all operational assets under Walker management (weighted average).	Maintain and target improvements to 5 star NABERS Water for operational assets under Walker management.	
<b>Waste</b>	Achieve 4.5 stars NABERS Waste for all operational assets under Walker management.	Achieve 5 star NABERS Waste for all operational assets under Walker management.	
<b>Co-benefits</b> Biodiversity, human health, local benefits etc.	Maintain 5.5 star NABERS Indoor Environment ratings for all currently rated precincts, work towards 5 stars for other operational assets under Walker management.	Achieve 5.5 star NABERS Indoor Environment ratings for all operational assets under Walker management.	
	Investigate options for nature-based offset projects with demonstrated co-benefits for other social and community initiatives.	Establish nature-based carbon offset project(s) with accreditation acceptable under Climate Active Carbon Neutral requirements.	
<b>Engagement</b>	Develop and roll out Walker green leasing policy, procedures and guidelines.	Transition 50% of all leases to use Walker Green Lease (or equivalent).	Transition 100% of all leases to use Walker Green Lease (or equivalent)
	Develop tenant and stakeholder sustainability & net zero journey commitments through a structured and well resourced engagement program.		
<b>Adaptation and resilience</b>	Conduct climate risk assessment for all operational assets, including actions to mitigate risk.	Deploy mitigation actions to ensure no residual Extreme or High climate risks remain.	
	Champion climate risk assessment for all projects under way & new projects (through design reviews).		
<b>Governance and Disclosure</b>	Commence Green Real Estate Sustainability Benchmarking (GRESB) for operational assets (GRESB terminology: standing assets).	Whole-of-portfolio GRESB reporting implemented.	Expand participation in GRESB to include development projects

NABERS targets to be achieved for the 12-month rating period immediately following 24 months post achieving 75% occupancy.  
NABERS portfolio ratings are weighted averages based on NLA/GFA/GLA.





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