



Environmental, Social &  
Governance Policy  
2022

## Committed to Acting Responsibly

Real Estate Investors Plc ('REI Plc') continually assesses its approach to ESG. We recognise the importance of this approach to our stakeholders and strive to operate a responsible business and a sustainable portfolio of assets.

We outline below our ESG Policy and commit to aligning all our business activities and behaviours with the framework contained within it. It is our priority to ensure REI Plc has a positive impact on its employees, shareholders, tenants and environment.

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## Our ESG Policy

### Environment

We commit to:

- Identify areas for improvement in environmental performance as outlined below
- Prioritise the reduction of the environmental impact of our portfolio assets
- Comply with relevant environmental legislation
- Capture, review and report environmental data across the portfolio on an annual basis

**In the area of 'Energy Performance & Consumption', we commit to:**

- Reporting on the Energy Performance Certificate ratings across the portfolio annually
- Ensuring the portfolio EPC ratings meet with UK government statutory compliance
- Enhancing poor energy performance assets to improve environmental impact EPC ratings
- Utilising renewable energy sources across the portfolio, where possible
- Promoting energy efficiency to our portfolio occupiers with a view to reducing carbon emissions
- Exploring new technology/alternative sources of energy to reduce portfolio carbon footprint
- Exploring the inclusion of green lease clauses in new leases/lease renewals, where possible
- Undertaking environmental assessments prior to new asset acquisitions or refurbishments
- Training our employees around environmental issues to ensure we maximise Company effort
- Annually reviewing our energy objectives and activity to seek areas of improvement

**In the area of 'Green House Gas (GHG) Emissions Reporting' we commit to:**

- Working with industry leading consultants (Measurabl) to capture and report our Scope 1 and 2 (landlord controlled) emissions (electricity & gas only) on an annual basis
- Expanding our data capture over time to include tenant consumption data (where possible) for the purpose of analysing our Scope 3 (tenant controlled) emissions (electricity & gas only)
- Increasing our reporting in line with relevant legislation/governance/compliance

## Social

We commit to:

Engaging regularly with our business stakeholders and dedicating time and resources to understanding their needs as outlined below:

- Operating a business that puts the wellbeing of our **employees** at the top of our agenda, whilst offering equal opportunities for career progression
- Acting as a responsible landlord at all times, regularly engaging with our **tenants** to ensure that we provide a business environment in which they are able to thrive
- Connecting with, supporting and being an active part of our local and wider **community** to ensure we are maximising our positive impact on these communities

## Governance

We commit to:

- Adhering to all aspects of regulation and compliance at all times
- Ensuring that our corporate accounting and reporting procedures are accurate and transparent
- Engaging with our shareholders on a regular basis to ensure that their needs are met, whilst operating a sustainable business that offers progressive returns and meets its ESG requirements
- Surrounding ourselves with advisers that support and share our ESG attitudes and ethics
- Ensuring that our ESG Policy meets relevant requirements and disclosures

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## ESG Committee

The Company established an ESG Committee (non-Board) in 2021 which comprises:

- Ian Stringer (Non-Executive Director)
- Anna Durnford (Investor Relations)
- Ian Clark (Asset Management)
- Jack Sears (Asset Management)

The Committee is expected to meet 12 times a year and its overall key responsibilities are:

- ✓ To ensure that the Company meets its external ESG reporting and governance requirements
- ✓ To ensure that the Company engages with its stakeholders on a regular basis
- ✓ To ensure that the Company's portfolio complies with government statutory requirements
- ✓ To ensure that the Company's portfolio is aligned with relevant market benchmarks
- ✓ To measure and report on the Company's performance against key ESG targets
- ✓ To ensure that the Company's portfolio strategy and activity is aligned with its ESG policy
- ✓ To manage/assess the relationship between the Company and its environmental consultants

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## Approval of this ESG Policy

The Company's ESG Committee (non-Board) is responsible for the creation, implementation and measurement of the Company's ESG policy. The Policy is then submitted to and approved by the Board of Directors of Real Estate Investors Plc and reviewed on an annual basis by the ESG Committee.

This Policy was approved and signed on **18 February 2022** by:



Paul Bassi CBE

Chief Executive

On Behalf of the Board of Directors of Real Estate Investors Plc