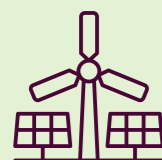


ESG position statement for Growthpoint

With integrity, ethics and our values guiding our governance, we provide space to thrive in environmentally sustainable buildings, while improving the social and material wellbeing of individuals and communities.



Environmental



Carbon neutral by 2050

Greenhouse gas emissions (tCO₂e)

Scope 1: 2 112 (FY20: 3 869)
 Scope 2: 76 546 (FY20: 42 708)
 Scope 3: 592 278 (FY20: 653 579)

Energy intensity factor

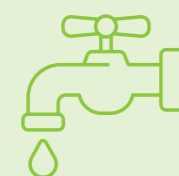
126.82kwh/m²/pa (FY20: 137.06 kwh/m²/pa)

Solar produced

9 252MWh (FY20: 10 947MWh)

Water usage and intensity

Total consumption of 3 183 732kl (FY20: 3 329 092kl) with an intensity of 0.61kl/m² (FY20: 0.69kl/m²) from 369 buildings of 432 (FY20: 374 buildings of 440).



Waste

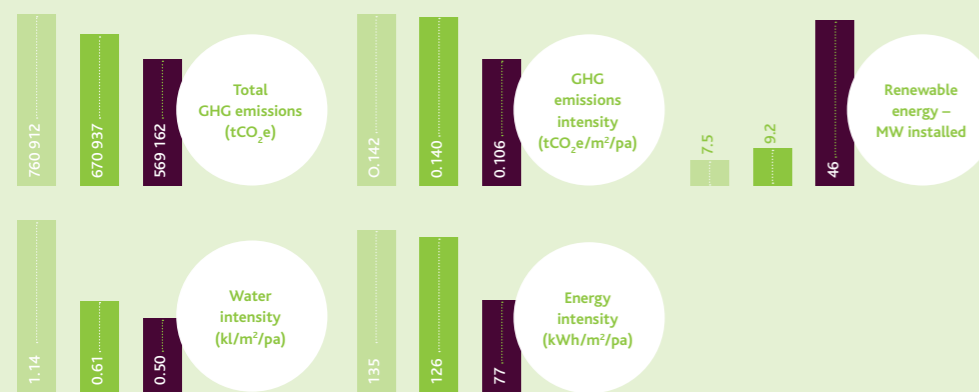
9 187 tonnes (FY20: 10 154 tonnes) from 128 buildings of 432 (FY20: 119 of 440 buildings). A total of 60.6% (FY20: 61.4%) of waste still goes to landfill.



R11.1m (FY20: R13.4m) annual savings from our Green Addendum with 209 (FY20: 608) tenants participating.

84 Green Building Certifications from 60 buildings. This accounts for 17.7% of our total GLA (excluding V&A). 57 buildings are long-hold commercial buildings.

Targets ▲ 2020 Baseline year ▲ 2021 Reporting year ▲ 2026 Target year



Waste

Target 1 – Zero organic waste to landfill by 2026 with contracted waste providers

Target 2 – Diversion of solid recyclable waste from landfill by 2026 for core buildings

Growthpoint RSA FY21 ESG snapshot



Social – labour and community



Participated in gender pay gap research using 2019 data. The median hourly wage for women was R160 and R159 for men.

611 full-time employees (FY20: 623)
 52% With 32 fixed term employees (FY20: 36)

Average tenure of employees 8 years

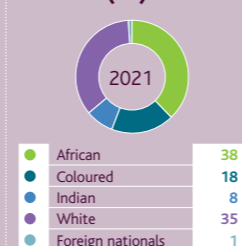
Average age of employees 45

R4.7m (FY20: R5.5m) invested in employee training. 539 attendees (FY20: 1 103 attendees) with 4.3 hours per employee (FY20: 8 hours, per employee)



We allocated R7 030 481 (FY20: R4 891 470) to scholarships and development programmes for 96 (FY20: 74) learners from primary school to tertiary level in our GEMS programme which assists our lower-income employees.

Racial demographic (%)



Health and safety

We have a health and safety forum that proactively monitors concerns in the workplace.

OHS Act

We have a dedicated Insurable Risk Officer who undertakes proactive health and safety reviews.

Employee Health

Employee assistance programme available to staff and their households.

We undertook a high-level social impact study.

This allowed us to develop focus areas for FY22: an integrated approach to ESG, strengthen policies and procedures, embed a social due diligence, strengthen stakeholder engagement, and undertake a human rights assessment.



1 470 sick days (FY20: 1 926) with a weighted average of 2.4 days per employee (FY20: 3.1)

R47.9m (FY20: R44.1m) invested in CSR initiatives with 9 749 (FY20: 13 308) beneficiaries

2 physical injuries (FY20: 0) with 29 days (FY20: 0) lost from serious occupational injuries

G² is a programme that increases our staff awareness in community development with each staff member allocated eight hours a year to volunteer. Our volunteer hours in FY21 were 329 (FY20: 365).

21 (FY20: 38) industrial relations cases

LEVEL 1 B-BBEE

HIV prevalence rate 4% – 6%

8.7% (FY20: 7.0%) attrition rate for full-time employees

Growthpoint is not a unionised environment and does not restrict employees' freedom of association.

Property Point - July 2020 to June 2021

Number of SMEs supported	108	Jobs sustained	1 066	Number of applications received	128
Number of SMEs graduated	46	Total revenue generated (Rm)	191	Growthpoint spend (Rm)	141
Number of SMEs linked to market	48	Women-owned SMEs (%)	48.8	Value of contracts outside Growthpoint (Rm)	10
Full-time jobs created	24	Youth-owned SMEs (%)	20.1	Total value of contracts (Rm)	151



Governance

Governance structures



Governance of ESG



Promoting ethical conduct through:

Employee integrity policy
 Company's mission and vision statement
 Anti-corruption and gift declaration policy
 Whistleblowing and protected disclosure policy
 Supplier code of conduct
 Substance abuse and sexual harassment policies
 Conflict of interest policy
 Protection of personal information
 Fraud and corruption prevention
 Code of ethics

Board committees



Board composition and diversity

Tenure of directors		
9+ years	5-9 years	1-4 years
5	2	7
Demographics		
African, Coloured and Indian (ACI) women	ACI men	White men
3	3	8
Gender		
Women	Men	
21.4%	78.6%	
Age		
≥ 60 years	50-59 years	30-49 years
6	7	1
Independence		
Executive Directors	Non-executive Directors	Independent Non-executive Directors
4	2	8

2021 governance focus

- Introduction of Ethics Framework
- Grievance procedure updated
- Human Rights Position Statement reviewed
- Annual non-executive directors independence assessment conducted
- Ongoing succession planning

ESG ratings and scores – GRESB: 62 (FY20: 57), CDP: B (FY20: A-), Sustainalytics: 12.9 Low Risk

Collaboration with various industry bodies such as SAPOA, SA REIT, the Property Industry Group, GBCSA and the NBI, to address industry, national and international issues.

