



Our ESG policy

GET LIVING IS THE UK'S LEADING BUILD TO RENT OWNER AND OPERATOR. WE'RE NOT JUST CHANGING RENTING FOR THE BETTER; OUR NEIGHBOURHOODS CREATE WIDER SOCIAL, ENVIRONMENTAL AND ECONOMIC BENEFITS – ALSO KNOWN AS SOCIAL VALUE – FOR LOCAL AND SURROUNDING COMMUNITIES.

Everyone has a stake in social value creation – us, our residents, local communities and councils – and we know we must continually invest in our neighbourhoods to nurture this. Our role is to support local employment and local suppliers, become civic family members of the communities in which we operate, while pursuing a green and sustainable agenda.

We recognise that neighbourhoods anchored in their locality and sensitive to the local environment are more vibrant places to live and where people choose to live for longer.

As we continue to grow we have developed an environmental, social and governance (ESG) strategy, as part of our ambition to integrate ESG values into our DNA. We are involved at every stage of a neighbourhood's life cycle from design and development through to operation and our ESG values should be part of each area and every role. This policy sets the guiding principles of the ESG strategy, applicable to our operational activities and to the construction of our real estate assets.

getliving



Commitments

Governance

We believe that strong governance procedures should underpin everything we do. To ensure our ESG actions have the maximum impact and meet the expectations of all stakeholders we commit to the following:

- Undertake a materiality assessment to identify our most significant sustainability risks and opportunities and to inform our ESG strategy.
- Satisfy all relevant legislation requirements and stay ahead of regulation compliance on ESG issues, including through our supply chain.
- Set up an Environmental Management System (EMS) aligned with the international standard ISO 14001, to allow us to manage the implementation of our ESG aspirations and seek continual improvement.
- Benchmark our ESG performance against recognised targets and standards and via an external assessment to evaluate our continual improvement. This also supports our ethos of honesty and accountability in our marketing and communications.

Social

People are at the centre of everything we do. Our goal is to provide great rental homes, create healthier places and boost the social and economic worth of our neighbourhoods. We commit to the following:

- Help the local economy grow through provision of flexible, high-quality, value focussed neighbourhood development.
- Supporting training, skills and career development for our employees and through our supply chain.
- Create wider social value by engaging the community through our **Inspiring Communities Fund** and by monitoring and targeting improvement of tenant satisfaction.
- Improve the health and wellbeing for our residents and employees through assessment and introduction of initiatives such as biodiversity enhancement and provision of cultural and physical activities.

Environmental

We aim to continually improve the environmental performance of the neighbourhoods we are responsible for creating and managing. We commit to:

- Minimise the consumption of resources and production of waste, as well as avoiding pollution.

- Monitor and measure data with the overall aim of minimising energy and water consumption and the production of waste and greenhouse gas (GHG) emissions.
- Nurture resilient neighbourhoods that enhance biodiversity, manage climate change adaptation, and provide high performance buildings fit for the future by achieving Green Building Certifications.

A copy of this policy statement and respective responsibilities shall be brought to the attention of all staff and stakeholders and made available for reference across the Get Living portfolio.

ESG performance shall be monitored and reported regularly and this policy, the EMS and our objectives will be reviewed by senior management on an annual basis.

Signed

Rick de Blaby
Chief Executive Officer