



Aveo recognises the importance of operating in an ethical and sustainable manner. Both the Board and Management aim to deliver commercial success while championing the interests and experience of our residents, our people, our investors, our community and our environment.

This commitment extends to the minimisation of Aveo's environmental impact – specifically in the design, development and operation of the Group's retirement communities.

Aveo understands that managing environmental risk, promoting sustainable business practices and championing the principle of intergenerational equity benefits all stakeholders. This is why environmental obligations are weighed alongside other competitive and financial responsibilities.

Aveo aims to operate in an environmentally responsible way through:

- Complying with all applicable legal and regulatory requirements as a minimum.
- Observing relevant codes of practice, industry standards and environmental guidelines for the jurisdictions in which we operate.
- Identifying, assessing and managing environmental risk, including physical and transition climate related risk, in an appropriate and timely manner.
- Ensuring all workers are competent, appropriately qualified and understand the impact of their actions and decisions on the environment.
- Establishing a clear commitment to renewable energy and the creation of sustainable communities through energy, waste and water efficient programmes.
- Recognising the ongoing connection to land, sea and country of Australia's First Nations People, and behaving as a responsible custodian of the lands on which we operate.
- Achieving environmental sustainability targets as defined by Aveo's Sustainability Committee, including:
 - Net zero GHG emissions (Scope 1 and 2) by end of 2025;
 - 15% reduction in total water use (vs. 2020 baseline) by end of 2025;
 - 80% of waste to be recycled or diverted by end of 2025;
 - GRESB score of at least 65 in 2024-25, and annual improvement thereafter;
 - Establishing and obtaining endorsement of a Reconciliation Action Plan (RAP); and
 - Providing climate related financial disclosures by the end of 2026.

Strategies employed to deliver against these objectives include:

- Ensuring environmental incidents are investigated and lessons learnt are distributed to all appropriate business divisions.
- Encouraging and providing timely and effective environmental remediation.
- Regularly consulting with our workforce and other stakeholders to improve performance outcomes and decision making on environmental matters.
- Formally defining and tracking the achievement of environmental sustainability targets, and participating in GRESB annually.
- Providing workers and interested parties with adequate information and guidance to assist in minimising Aveo's environmental impact.
- Establishing a Reconciliation Action Working Group, and including First Nation's interests in Aveo's operations and decision making.
- Actively promoting the efficient use, re-use and recycling of resources, and the minimisation and diversion of waste within our supply chain.
- Pursuing renewable energy sources, and offsetting greenhouse gas emissions, as well as investing in water efficiency programmes and metering.
- Reviewing policies and procedures to ensure compliance with legislation and ongoing relevance across the Group.
- Adopting sustainable business principles and practices that meet the needs of stakeholders without compromising future generations.
- Consider environment, social and governance matters in new business acquisitions.
- Recognising and rewarding excellence in environmental and sustainable performance.

Aveo's vision to be a global leader in sustainability in seniors housing, is predicated on embedding a strategic approach to the development and implementation of key environmental, social and governance programmes. In doing this, we will enable greater social inclusion and cohesion to enhance the lives of our residents and staff.

Aveo is committed to the implementation of this Policy and tasks all officers, managers, workers and contractors to be accountable for their decisions and actions. All stakeholders must support the implementation of this Policy so as to achieve our objectives for current and future generations.

Tony Randello
Chief Executive Officer
Aveo Group Limited

