



# **FREECITY** **ESG Strategy**

October 2024





## **1. INTRODUCTION**

Freecity Group Holdings Pty Ltd ("FREECITY") is a premier, privately-owned development group based in Sydney, Australia. We specialise in creating dynamic urban renewal projects and crafting community-focused environments that enhance the quality of life, work, and recreation. Equipped with a fully integrated business model and a team of exceptional talent, we take ownership of every phase, leaving no stone unturned. We have an extensive portfolio in mixed-use and residential projects that are transforming urban spaces. We are innovating future living.

At FREECITY, we are dedicated to creating lasting positive impact for our communities, customers and investors. We are driven by innovation and pride ourselves on having a forward-thinking mindset challenging the norms in the way we create, the way we work, the way we procure, and the way we engage.

We not only recognise the importance of integrating environmental, social and governance (ESG) considerations into our projects and business, we see ESG as a vital element to ensure long-term success of our business and to create lasting positive impact.

## **2. PURPOSE**

The purpose of this Group ESG Policy is to outline, at a high level, FREECITY's commitment to ESG and our approach to integrating ESG in our projects and business operations. It serves as a framework for decision-making and guides our efforts to achieve our sustainability ambitions.

## **3. SCOPE**

This policy applies to all FREECITY employees, contractors, and business partners. It covers all aspects of our operations, including but are not limited to, property development, supply chain management, product and service offerings, investments, and stakeholder engagement.

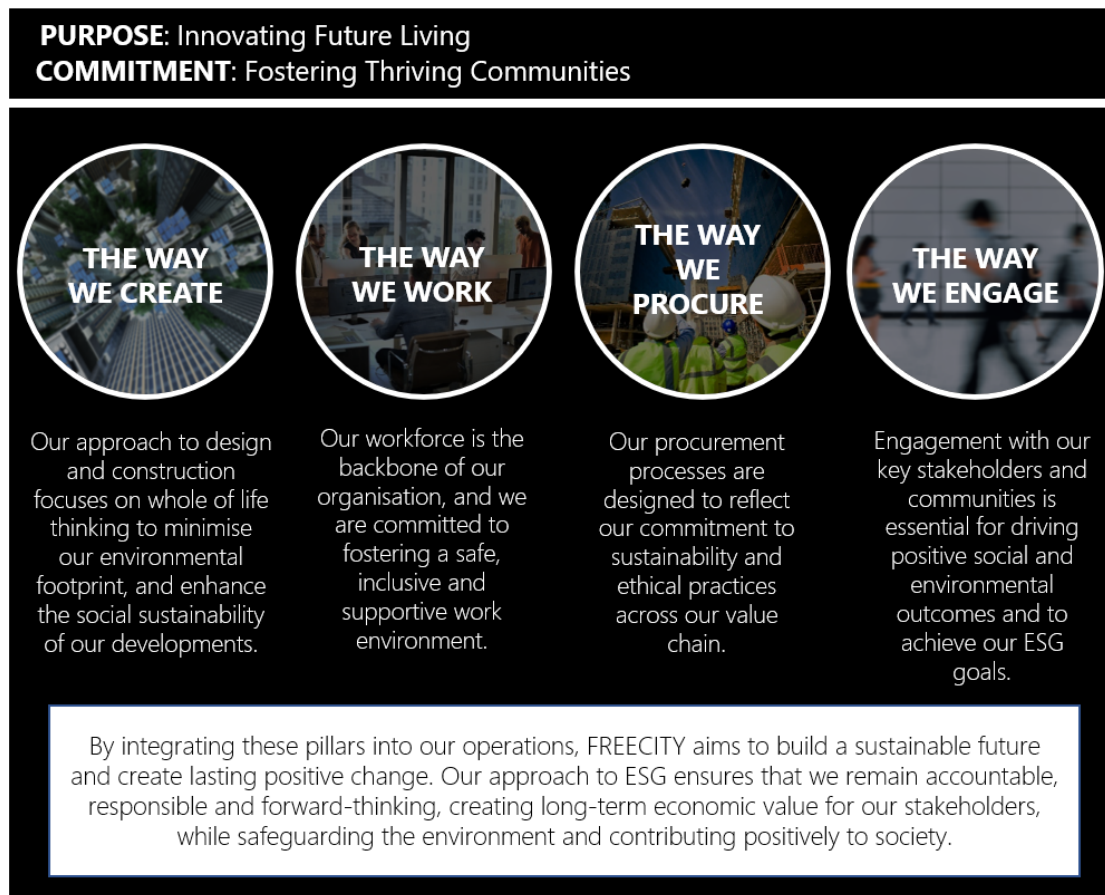
## **4. OUR ESG PRIORITIES**

To integrate sustainability into our projects and business operations, FREECITY has developed an understanding of our key ESG priorities based on a process of understanding our business impacts, stakeholder engagement and investigation into the key trends and developments in our industry.

Our ESG priorities are focused on four key pillars that guide our projects and business operations, which are aligned to our organisational purpose and commitment.



**Figure A: FREECITY ESG Priority Pillars**



#### 4.1 THE WAY WE CREATE

Our approach to design and construction focuses on whole of life thinking to minimise our environmental footprint and enhance the social sustainability of our developments.

- **Innovative design & construction** – Leveraging the latest green building technologies and sustainable materials to reduce carbon emissions, enhance efficiency, and ensure the longevity of our buildings.
- **Eco-friendly design** – Collaborating with our consultants and project teams to ensure our developments consider opportunities for waste reduction and water conservation for our occupants, nature/biodiversity impacts and circular design principles for our overall design.
- **Community-centric development** – Designing developments that promote community, including green spaces, accessible amenities, and smart urban planning to foster social interaction for health and wellness.



## 4.2 THE WAY WE WORK

Our workforce is the backbone of our organisation, and we are committed to fostering a safe, inclusive and supportive work environment.

- **Employee health, safety & wellbeing** – Support the health, safety and wellbeing of our employees through internal health and safety programs and mental health support.
- **Diversity & inclusion** – Encourage diversity within our organisation and support an inclusive workplace.
- **Governance & ethics** – Establish strong governance and ethics policies for our business including areas such as decision-making, reporting, anti-bribery and corruption.

## 4.3 THE WAY WE PROCURE

Our procurement processes are designed to reflect our commitment to sustainability and ethical practices across the value chain.

- **Responsible sourcing** – Manage our procurement processes to encourage fair labour practices, human rights, and the reduction of environmental impacts in our value chain.
- **Value chain innovation** – Working closely with our suppliers and contractors to innovate and adopt sustainable solutions that produce benefits across the value chain.

## 4.4 THE WAY WE ENGAGE

Engagement with our key stakeholders and communities is essential for driving positive social and environmental outcomes and to achieve our ESG goals.

- **Transparent disclosure & communication** – Maintaining open and honest communications with our stakeholders, including investors, customers, tenants, consultants, engineers, and community members, about our ESG performance and initiatives. This includes ensuring our tenants and occupants are heard and respected.
- **Partnerships & collaboration** – Developing partnerships with local governments, non-for-profits, property sector-related groups, social enterprise, and other relevant organisations to amplify our impact and address broader social and environmental challenges.
- **First Nations engagement** – Respect and acknowledge the views of Indigenous communities where developments inhabit, creating partnerships where possible to ensure better and more meaningful outcomes for all.



We recognise we are at the start of our ESG journey, but we are committed to continually improving our ambition to make a lasting change. We see a huge opportunity for leadership in our industry, as we build a portfolio of contemporary assets from the ground up, with our team focused on – innovating future living.

## **5. HOW WE MANAGE ESG**

FREECITY recognises that robust governance is critical to managing ESG. We are committed to managing our ESG priorities by:

- Gradually embedding ESG into FREECITY’s business processes and governance frameworks.
- Understanding and assessing the ESG impacts and risks of the properties we design and deliver.
- Revisiting our ESG ambitions regularly to uplift and improve.
- Being transparent with our stakeholders about FREECITY’s ESG impacts, objectives and progress.
- Considering how we will report on our ESG impacts and progress in the future. This includes closely monitoring developments around upcoming ESG reporting regulations such the Treasury Laws Amendment (Financial Market Infrastructure and Other Measures) Bill 2024 which will mandate climate related financial disclosures.

## **6. REVIEW AND CONTINUOUS IMPROVEMENT**

This Policy is managed by the FREECITY Group – Chief Strategy Officer and has been approved by the FREECITY Group Board of Directors. The Policy is reviewed on an annual, calendar-year basis and internally on a quarterly basis to provide updates to ensure our commitment to delivering continuous development for ESG initiatives in our business, and to reflect changes to the business and our approach to ESG.