

Environmental, Social, and Governance (“ESG”) Policy

March 2022

Summary and mission

Realstar believes that its strong financial performance requires a foundation of sustainable environmental practices, empowered employees and communities, and responsible governance. In accordance with the Principles for Responsible Investment (“PRI”), Realstar has embedded ESG into its core business strategy, investment and operating decisions.

Environmental policies

Decrease resource consumption, waste production and associated emissions to increase the resiliency of our assets and business by:

1. Meeting or exceeding environmental regulations where we operate
2. Reducing resource consumption and increasing energy, water, and Greenhouse Gas (GHG) efficiency across our portfolio, and reviewing opportunities to achieve Net Zero Carbon
3. Promoting sustainable practices to resident communities, including energy and water consumption good practices, and enabling diversion of waste from landfill
4. Identifying and managing risks arising from environmental and climatic changes and promoting portfolio resilience
5. Measuring, reporting and verifying our environmental data through formalised data collection and reporting systems
6. To develop and maintain an effective Environmental Management System (EMS) aligned with ISO-14001

Social policies

Improve the quality of living for our residents, maintain an engaging and welcoming workplace for employees, and supporting local communities where we operate by:

1. Providing well-maintained, safe and secure housing to residents
2. Facilitating community engagement and volunteerism through company-supported initiatives
3. Maintain high levels of Health, Safety & Wellbeing for our employees, residents and contractors
4. Promoting diversity and inclusion in employment practices
5. Investing in employee development and training

Governance policies

Provide transparency to investors, protect the privacy of our residents and employees, and maintain high standards of operating integrity by:

1. Promoting and fostering an ethical work environment with formal written policies
2. Ongoing training and education for employees and company-wide adherence to code of conduct
3. Providing timely and accurate financial, ESG and operating reports that meet or exceed regulatory standards
4. Reviewing technology platforms and internal controls to ensure data integrity, cybersecurity, and risk management

5. Identifying opportunities to integrate financial and ESG reporting for internal and external stakeholders
6. Linking financial and non-financial remuneration and benefits of all employees to relevant ESG performance targets
7. Ensuring ESG considerations are embedded within due diligence processes and form part of the decision-making framework for acquisitions and dispositions

Approach

1. Participate in industry-wide associations and educational initiatives dedicated to promoting ESG best practices
2. Assign responsibility of ESG and ESG-related performance management to dedicated employees, and maintain an ESG committee/taskforce to review key risks and opportunities
3. Set and track ESG-related targets and KPI's with measurable and verifiable outcomes
4. Review and update ESG-related targets and KPI's regularly, based on industry best practice and market/regulatory guidance and frameworks
5. Participate in industry leading ESG reporting initiatives, including GRESB, to demonstrate progress of our ESG programs
6. Review and communicate progress of ESG programs and initiatives internally throughout the year
7. Report results of ESG programs and initiatives annually to key stakeholders and on the company website

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Approved on:	01/03/2022
Next review due:	31/12/2022