



Environmental Policy

Salthill is a leading real estate fund Investment Manager and fully integrated firm providing Asset Management, Property Management and strategic advisory services. We recognize that our business activities have environmental, social and economic impacts. In partnership with our tenants, it is our duty to do our part in identifying ways we can improve our operations to not only be more environmentally and socially conscious, but to reduce our environmental footprint and enhance our communities. By doing so, we will continue to deliver strong returns to our investors concurrently with supporting our employees, tenants, and communities we connect with.

Commitment

As part of our Responsible Investment Policy, we outline environmental targets that define success beyond financial considerations. The directives highlighted below act as a guide for us to continuously improve the efficiency of our operations, enhance tenant satisfaction, and ensure the long-term success of our portfolio and the communities in which we serve.

Fully integrated into our overall business and investment strategies, Salthill strives to incorporate best industry practices to mitigate adverse environmental impacts, and considers climate-related factors across operations (e.g. manage/mitigate carbon emissions, water-use, pollution, address flood protection).

Salthill will act in compliance with all applicable environmental legislation and other requirements to which it subscribes and is committed to continual improvement of the environmental management system (EMS) to enhance environmental performance.

In pursuit of our commitment, Salthill has set annual objectives, and developed, implemented, and enforce policies and procedures that promote environmental sustainability. We understand the importance of protecting the environment from adverse impacts. Salthill incorporates the following annual environmental objectives, addressing energy consumption, pollution prevention, waste management and water consumption.

Objectives

- Engage and encourage our tenants across our portfolio of properties to collaborate with us to collect, measure and understand whole building energy, water, and waste usage and pollution creation, with the end goal of reducing our environmental footprint.
- Reduce the amount of pollution and waste, particularly greenhouse gas emissions caused by energy consumption where possible.
- Assess, and invest where appropriate, in energy and water efficiency upgrades.
- Continue to complete energy, water and waste risk assessments, and take action to remediate any identified risks.
- Work with tenants to facilitate Salthill's recycling and waste management programs.



- Measure and report our Environmental, Social and Governance (ESG) performance within the standardized and globally recognized framework GRESB.
- Consider third-party sustainable building certifications.

We seek to continuously improve our performance by making investments and/or implementing practices that improve the efficiency of our operations, enhance tenant satisfaction and ensure the long-term success of our portfolio and the communities in which we serve.

Salthill is committed to expanding on the above targets to further manage our environmental impacts to create a better future for all. Our environmental policies and objectives lay the foundation for a strong, long-term sustainable plan, focused on driving both environmental and economic performance.

To achieve these objectives, all levels of our organization will adhere to the following:

- Promote a culture whereby personal responsibility for energy, water, and waste efficiency reduction are second nature.
- Comply with all relevant statutory regulations to promote resource efficiency, and reduce pollution and waste created from our properties.
- Continuous improvement in energy and water management through communication and consultation with our internal teams and with our tenants.
- Have a process in place to address and respond to community concerns.

Communication

Salthill encourages open communication on environmental issues and believes that it is essential to environmental sustainability. Effective communication of this policy will be achieved in the following ways:

- This policy will be reviewed annually by the Executive Team and posted where it will come to the attention of all managers and employees.
- This policy will be provided to contractors, service providers, and will be available to tenants and the public upon request.
- Comments on our environmental performance through written or oral communication will be reviewed by the Chief Operating Officer, who will initiate an investigation on each reported concern.
- Share our sustainability vision and commitments with investors, employees, and partners.
- Ask suppliers about their ESG practices and services.
- Educate employees on ESG best practices.

Responsibilities

Executive Team

- Set objectives to improve environmental performance and supply the resources to effectively manage the environmental concerns of Salthill.



- Support the regular monitoring, audit and review of the management systems and review the objectives on an annual basis and revise where necessary.

Managers and Employees

- All managers and employees, led by the Executive Team, must be dedicated to maintaining a sustainable environment, and working in compliance with Salthill policies and procedures.
- All managers and employees are encouraged to inform the Company of any matters they perceive to have actual or potential environmental impact.

Signature:

Cathal O'Connor
Principal, Chief Executive Officer

Date:

21-12-2022