

Sustainability Policy

Yew Grove REIT PLC (“Yew Grove”) is Real Estate Investment Trust (“REIT”) which invests in and owns commercial offices and industrial buildings outside of Dublin’s central business district.

Yew Grove’s management and employees understand the importance of sustainability and social responsibility in delivering long term value for our shareholders. Our Sustainability Policy has been developed to ensure that Yew Grove operates in a responsible and sustainable manner, having regard to its tenants, employees, suppliers, local communities and the environment. It consists of key principles which we will apply through the life cycle of our properties:

- 1) **Responsible asset management to produce sustainable buildings.** Actively managing and improving the buildings we own, to make them better places to work, to work with our tenants to lower emissions and reduce the wasteful use of resources and running costs and thereby reduce their environmental impact while maximising efficiency for our tenants.
- 2) **Positive community impact.** Supporting the communities in which we operate, being responsible neighbours and developing and maintaining strong relationships with those communities.
- 3) **Suppliers.** Supporting our suppliers through the prompt payment of invoices whilst ensuring our suppliers adhere to our Supplier Code of Conduct at all times and integrating these requirements into our various contractual relationships.
- 4) **Developing our employees.** Providing an inclusive, open environment for our employees with opportunities for individuals to realise their full potential and enabling the business to meet its strategic objectives.

We strive to act as a responsible organisation at all times which means;

- At a minimum ensuring compliance with all applicable legal and regulatory requirements relevant to our business
- Developing a Sustainability Strategy, which will be reviewed annually, and will provide a framework for setting and reviewing robust objectives and targets and mechanisms for reporting progress against those targets
- Establishing a Sustainability Committee to take responsibility for managing the development of the objectives and targets as well as reporting on progress against those targets
- Applying the strategy through the life cycle of our assets – acquisition, management, refurbishment and disposal
- Working with our supply chain to ensure our standards are being implemented as per our Supplier Code of Conduct [TBD]



YEW GROVE

REIT PLC

- Understanding and improving our sustainability performance, and promoting greater environmental responsibility and awareness
- Targeting a reduction in portfolio pollution, greenhouse gas emissions and waste, and being resource and energy efficient
- Developing and improving our management systems and strategies to enable all employees to include sustainability in their decision making whilst monitoring and enhancing our environmental performance
- Liaising with our key stakeholders on material sustainability issues to ensure we are reviewing and reporting on them effectively

In order to meet our key commitments and operate responsibly we review and set sustainability objectives and targets annually. These will be documented and reported both internally and externally on our company website and in our Annual Reports.

This policy is communicated to all those directly involved in our business activities and is available on our website.