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Sustainability Report



A letter from our CEO

FY19 was again a year of evolution and progress for Investa, as we bound from strength to strength. We welcomed Oxford Property and Macquarie Capital as key capital partners, proudly launched our Reconciliation Action Plan, and a tremendous whole business innovation platform. We secured Australia's first certified Green Loan and opened the doors to the newest addition to our portfolio at 151 Clarence Street with Barrack Place.

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We secured Australia's first certified Green Loan
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Investa is extremely proud of its track record in setting industry benchmarks, be it green debt, carbon emission reductions, disclosure & reporting and tenant engagement. Despite our concerted efforts to continually improve our ESG performance, we are more aware than ever that we must do more. As governments globally work to address or ignore the clear signs that the climate is changing before our eyes, we know it's our duty to not only do our part, but to also assist the rest of our sector to address the risks of climate change before it's too late.

Despite inaction in other areas, our regulatory bodies are certainly responding to the emergency. Notably ASIC has recently joined APRA & the RBA in declaring that forward looking climate risk disclosure be consistent and form part of the director fiduciary duty. Beyond this, we require secure and ambitious energy policies which support the expansion of renewables. We urge our Government to adhere to the Paris Agreement, and enable an economy wide just transition to net zero emissions. We need the political rhetoric to focus on the future of Australia's sustainable economy.

Jonathan Callaghan
CHIEF EXECUTIVE OFFICER

Investa continues to progress towards net zero carbon emissions by 2040.

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Binder

Our tenants face the daily challenge of knowing what they can and can't recycle. So, we developed **Binder**, gamifying the problem in the style of a dating app, asking occupants to swipe left if an item goes to landfill, and right if it can be recycled. Our occupants have loved **Binder**, with some even suggesting it should become mandatory training! We'd love for you to give it a go at; sustainability.investa.com.au/binder



Read the full report at investa.com.au/sustainability

Climate change and the TCFD



Having identified key material risks posed by climate change in FY18, Investa collaborated with twenty of the world's leading investors to develop climate change scenario models and metrics to enable a comprehensive forward-looking assessment and disclosure report. The United Nations Environmental Program Finance Initiative's TCFD Working Group brought together investors to test their portfolios against a range of climate scenarios to determine value at risk due to climate change. The intention of the Pilot was to set a global benchmark for TCFD adoption and climate change scenario analysis.

The Pilot Report, 'Changing Course', provides insights into each organisation's pathway to assessing three climate change scenarios, representing 1.5°C, 2°C, and 3°C of warming. Key insights from the Report include;

- Climate change of 1°C today is already having disruptive effects on economies across the globe
- Forward-looking investor exposure can be particularly difficult to assess
- Accurate risk data is a key barrier to precise portfolio exposure
- Real Estate sector climate change opportunities requires further investigation.

Pleasingly, Investa's Net Zero 2040 Carbon Reduction target is comfortably under the required reductions to achieve the 2°C scenario required by the global Paris Agreement, limiting the transitional risks posed by climate change. The report features a case study on Investa's portfolio further exploring the risks and opportunities posed by climate change.

The next phase of TCFD development will consider the scenario analysis insights against our governance processes, protocols and policies.

Net Zero by 2040

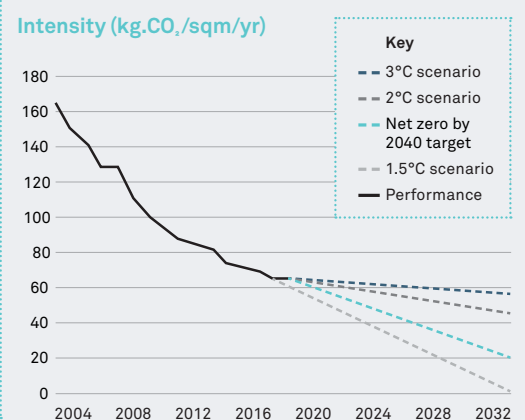


Emissions have stayed stable since FY18, with Australia's warmest ever recorded summer* combining with increased occupancy across our portfolio to prevent further gains on Investa's ambitious net zero by 2040 emissions reduction target. Warmer weather means buildings use more energy to condition the indoor environment for more peoples, with Investa's electricity, gas and the resultant emissions increasing as a result. Further, increasing use of Investa's end of trip shower facilities increases water usage whilst increasing sustainable forms of transport and healthy lifestyle for our tenants. Management is focused on reducing energy and water usage moving forward, implementing new energy and water management platforms to reduce consumption in line with the net zero emissions target.

As the physical impacts of climate change influence the way we manage our assets, our climate change mitigation strategies and

*<http://www.bom.gov.au/climate/updates/articles/a032.shtml>

carbon zero target increases in importance. Pleasingly, Investa's progress to date represents a 61% reduction on 2004 emissions intensity levels, with progress towards Investa's Science Based Target in line with the climate science required to avoid 3° and 2° of warming above pre-industrial levels.



Operational Performance

Investa continues to report environmental performance intensity metrics opposite across our whole portfolio. For an asset by asset breakdown of operational performance, please visit our public website; www.investa.com.au/about-investa/sustainability/results-and-reports.

EY has been engaged to provide limited assurance on the performance data opposite for the year ending 31 March 2019, consistent with ASAE 3000 and ASAE 3410. EY's assurance statement and Investa's Reporting Rules can be found on Investa's public website as listed above.

	Electricity consumed 71.56kWh/sqm/yr 0.30% increase since FY18 47% decrease since FY04
	Gas consumed 81.12MJ/sqm/yr 11.58% increase since FY18 41% decrease since FY04
	Water consumed 677.68L/sqm/yr 0.22% increase since FY18 42% decrease since FY04
	Carbon emitted 64.29 kg.CO ₂ /sqm/yr 0.33% increase since FY18 61% decrease since FY04
	NABERS Energy Weighted average 4.75 Stars 0.07 Star decrease since FY18
	NABERS Water Weighted average 3.83 Stars unchanged since FY18

Health and wellbeing

Health and wellbeing continues to be a focus for Investa, monthly online and offline health and well-being initiatives offered across our portfolio.

Workplace well-being at 120 Collins St

Tenants at 120 Collins Street can participate in a full-year Workplace Health and Well-being program which includes exclusive on-site fitness classes, free health assessments, seated massage, and exclusive access to various online health and well-being content through the 120 Collins Street Tenant Portal.

259 Queen St: Yoga & Pilates

259 Queen St offers weekly lunchtime yoga and Pilates classes providing tenants with the opportunity to mingle with their fellow office neighbours while escaping the hustle and bustle of the workday and prioritising their physical and mental well-being.

Barrack Place certified WELL Platinum

Barrack Place, 151 Clarence St achieved Platinum WELL certification from the International Well Building Institute™, reflecting the exceptional performance of the design, construction and operation of the building in supporting the health, well-being and comfort of the thousands of people who work and visit Barrack Place every day.

Workplace health & safety

Investa's Safety Health and Environment Management System successfully maintained certification to AS/NZS 4801:2001 Occupational Health and Safety Management Systems. In FY19, over 2.81 million hours of work (FY18: 2.47 million) were undertaken by staff and contractors across Investa sites. During FY19 there were 197 recorded incidents (up from 184 in FY18), 18 of which resulted in injuries requiring medical treatment or assignment of alternative duties (down from 19 in FY18) and two resulted in lost time (the same as FY18).



Our Investors

40+
Investors engaged
through ESG
Symposiums

25%
of ICPF's total debt
pool is Green Debt

ICPF's entire portfolio is now tagged against the Climate Bonds Initiative's threshold, sitting 5% below the carbon intensity required to meet certification.

Top 2%
of global respondents
in the 2019 Global Real
Estate Sustainability
Benchmark



Climate Bonds Initiative

PR | Principles for Responsible Investment

Our Buildings

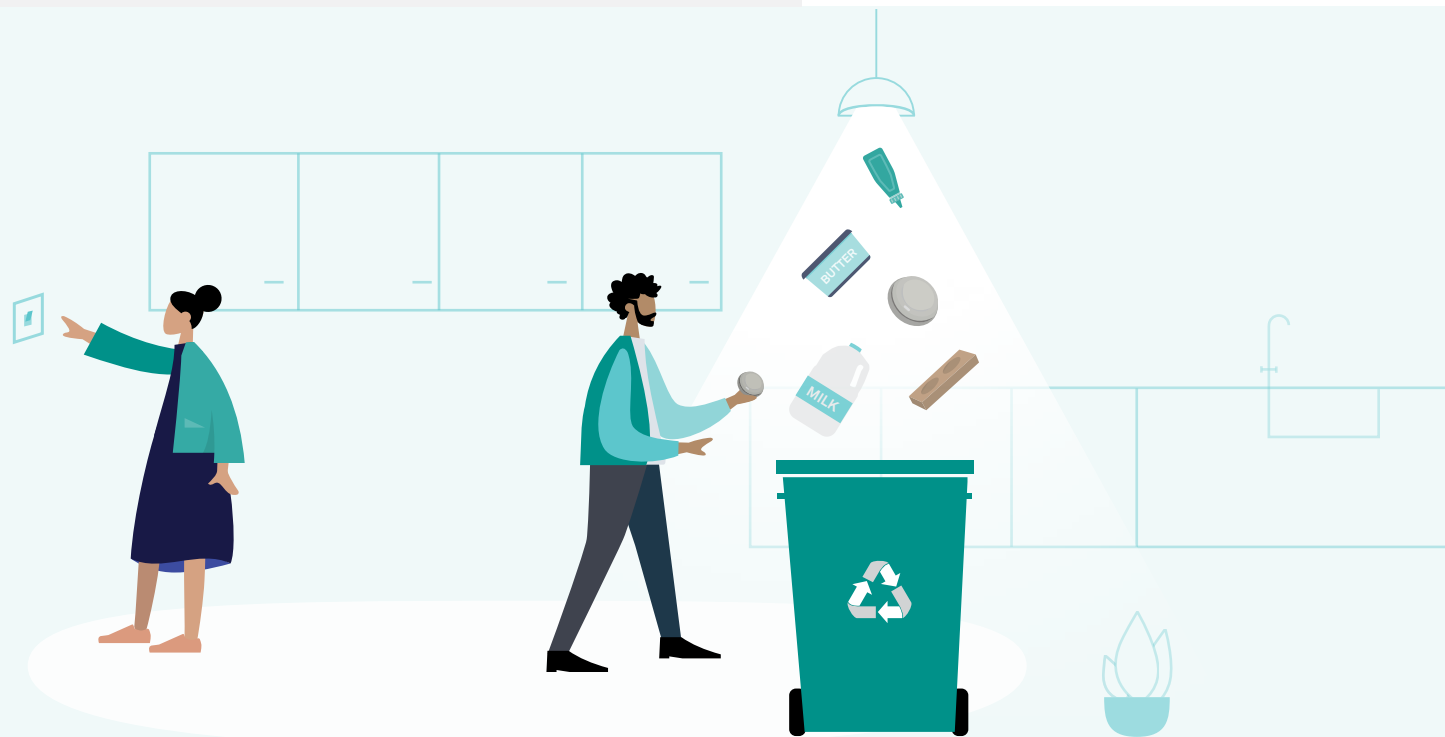
12.7%
reduction in
CO₂ emissions

Active building management from the expert team at 135 King St saw a 12.7% reduction in carbon emissions intensity at the asset during FY19. Energy efficiencies were attained in the building's air handling units and chiller systems along the pathway to net zero emissions.

25,000
single use coffee cups
have been diverted
from landfill

Waste and Recycling: Simply Cups @ 259 Queen St

Disposable coffee cups were collected and recycled using new technology from partner Simply Cups, diverting over 25,000 from landfill – enough to fill half a tram!



Our People

56%
of external hires were
female for FY19

47.4%
of promotions
awarded to women
in FY19

Diversity and Inclusion

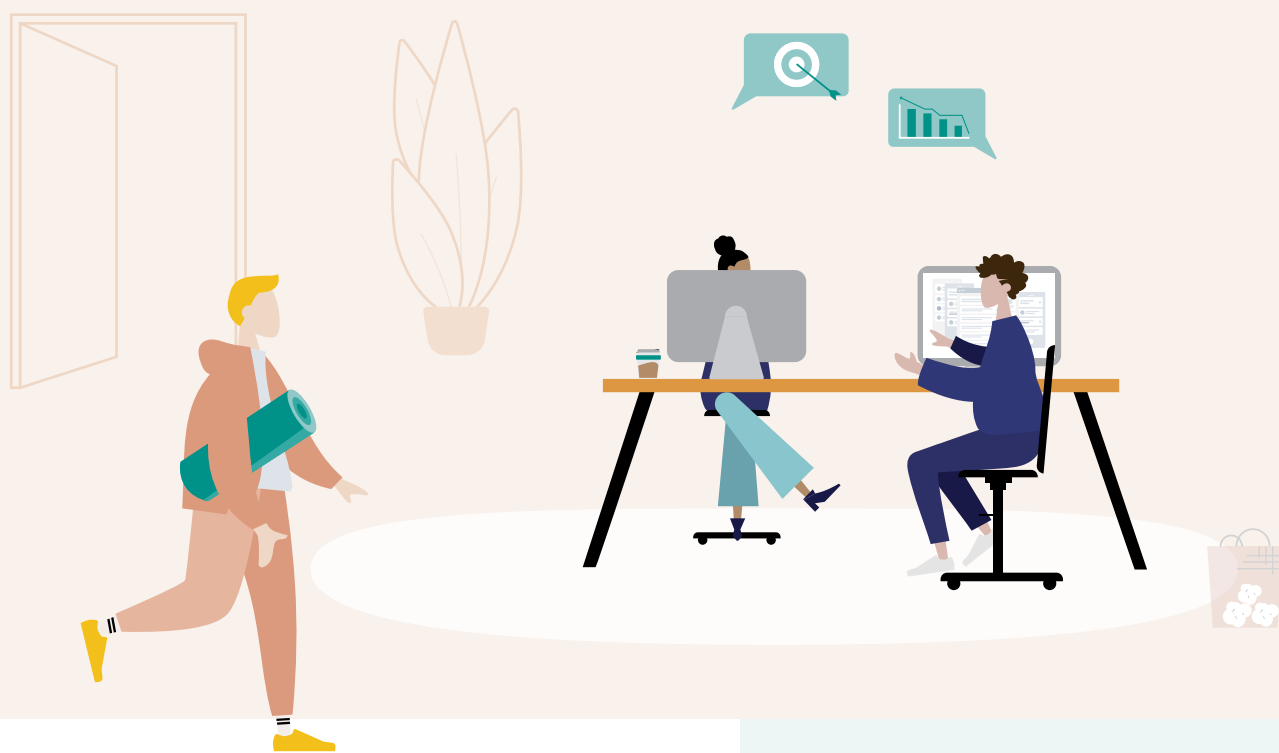
Investa is committed to a target of 40% women, 40% men and 20% discretionary across all managerial and professional roles, with the number of women in traditionally male-dominated Facilities Management roles and the number of men taking primary carer parental leave doubling in FY19.

89%

of staff (21% above the Australian benchmark) believe Investa's commitment to social responsibility is genuine

Staff Engagement

Investa conducted an Employee Engagement Survey via Culture Amp in June 2019. Areas of strength emerged as diversity & inclusion, risk culture, senior leadership, innovation, flexibility and social sustainability.



Our Community

4.5m⁺
of social impact

Abseil for Youth

Abseil for Youth supports the Sir David Martin Foundation's Triple Care Farm, where rehabilitation, counselling, training and practical life skills are provided to young Australians in need.

Since 2014 Investa has raised over \$1.5m, injecting over \$4.5m of social impact into the Australian community. This included \$286k in FY19, helping 92% of the 200+ young Australians maintain stable housing after leaving the facility.

45,000⁺
occupants engaged in
improving sustainability

Investa's Tenant Sustainability Toolkit

With over 45,000 people accessing it online, Investa's Tenant Sustainability Toolkit engages all our occupants on matters of environmental performance and health and well-being, assisting them in improving the sustainability of their buildings.

Property Industry Foundation

Investa continues to work with PIF, providing an in-kind donation of over \$200k in FY19.

