

Corporate Sustainability Policy

Date: October 2020
Version 1.2

Our Sustainability Goals

Canderel is committed to a sustainable future. We strive to achieve a high level of engagement among our stakeholders and bring a positive impact within the communities where we operate. The purpose of this Policy is to outline how we integrate environmental, social and governance aspects in our activities, in addition to complying with all applicable laws.

Property Management & Leasing

We are committed to implement sustainable practices to better track, mitigate and communicate the environmental impact associated with the properties we own and manage through the following initiatives

- Monitor and benchmark energy and water consumption of our properties
- Set building-specific reduction targets for all asset types (energy, water, greenhouse emissions and waste)
- Implement utility conservation programs and retrofit projects
- Build strong partnerships with occupants to promote sustainable workplace strategies
- Pursue third-party sustainable building certifications wherever feasible
- Communicate properties' achievement to owners and partners on a regular basis
- Consider the inclusion of environmental provisions in leases

Development & Construction

We are committed to delivering high-performing and healthy living and working environments. To do so, we seek to include leading sustainable practices throughout the development process (design, planning, procurement and construction) and in particular:

- Promote a more integrated approach to design by carefully selecting professionals and trades that share a similar commitment to sustainability
- Consider design features which reduce environmental impacts and improve occupant's health and wellness
- Evaluate the feasibility of third-party certifications
- Consider environmental and social aspects when selecting materials and equipment
- Implement a comprehensive construction management plan to reduce the risk of site pollution, nuisance to neighbours and identify measures to protect biodiversity

Social & Governance

We continually seek for excellence in corporate governance and we want to be recognized as an employer of choice in the industry by supporting the growth and development of our people and foster a culture of creativity, engagement and respect. Our commitments include the following measures:

- Minimize the risk of occupational injury and illness in the workplace
- Implement a company-wide diversity and inclusiveness program
- Maintain the highest standard of ethics in the conduct of our business and promote responsible contracting practices

- Actively support a wide variety of organizations and employees who participate in fundraising events or volunteer endeavours

Review Process

This policy was approved by Canderel's Strategic Committee on Sustainability on May 21st, 2019. The policy will be reviewed annually and updated as needed. A copy will be shared with our business partners and vendors and published on Canderel's website.

Version Control, Approval and Classification

Current version

October 30th, 2020

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Role	Director, Sustainability, Impact & Engagement	CEO
Signature	 Director of Sustainability	

Version history

Version #	Date	Updated/Changed by	Changes made
1.1	May 21st, 2019	Caroline Bordeaux	Creation of the policy
1.2	October 30th, 2020	Caroline Bordeaux	Minor enhancements

Classification

Public	All users inside and outside the company may have access to the document and it can be freely distributed
Company restricted	This document should only be accessed by users within the relevant entity and should only be distributed internally
Confidential	To only be accessed by specific users. Not to be distributed outside these specific users

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