



Goodman’s commitment to sustainability encompasses all areas of Goodman’s business which includes our primary operating activities of property investment, property development, property management and funds management.

We are committed to operating under a global corporate responsibility and sustainability policy and cultivating an employee culture committed to achieving our objectives under this policy.

Goodman’s business success is built on lasting mutually beneficial relationships with our stakeholders which includes Goodman’s investors, customers and the communities in which we operate. We recognise the increasing importance sustainability plays in the investment decision process and we will continue to do the right thing by our stakeholders, operate with integrity and in an ethical and responsible manner.

Why do we have this policy?

The primary purpose of this policy is to:

- Communicate Goodman’s commitment to sustainable operating principles endorsed by the Goodman Boards;
- Establish a sustainability strategy which supports the long-term commitment to Goodman’s integrated business model;
- Support the adoption of sustainable design principles and innovations within Goodman’s development specifications;
- Establish an ongoing commitment to engage with our investment partners, customers, supply chain and the community on issues relating to sustainability; and
- Create a directive to work with our supply chain to support them and Goodman in achieving innovative and sustainable outcomes.

What does this policy cover?

This Policy outlines Goodman’s commitments in relation to a range of material ESG issues the Group believes to be important to Goodman’s business, and the strategy adopted to achieve our targets. Our policy extends to all of Goodman’s operating regions.

2030 Sustainability Strategy

Sustainability is about long-term thinking and leadership. Goodman operates in a manner that leads to positive economic, environmental and social outcomes for our business, our stakeholders and the world more broadly. To establish a framework and specific targets for the next 5-10 years, Goodman has developed and implemented its 2030 Sustainability Strategy which leverages from our sustainability progress to date, aligns with our purpose of 'Making space for greatness' and takes a more proactive approach to the challenges and opportunities of the future.

Our 2030 Sustainability Strategy is structured around three strategic pillars including:

Property

Goodman focuses on securing key sites for properties that will stand the test of time. We know that well located, designed and managed properties are better prepared for the challenges of tomorrow. They are more flexible to meet customer needs, support their ongoing health and well-being, and are more resilient to climate impacts and generally, experience higher occupancy rates. This maximises their asset value and is a sign that the properties are being used efficiently.

People and culture

To achieve success, any organisation needs great people. That's why we base our recruitment around merit, local knowledge and cultural fit. We incentivise our team to think strategically, work collaboratively and undertake programmes to improve their well-being. Importantly, we have a safety target of zero workforce fatalities which we aim to achieve through strict workplace safety standards and making safety a responsibility for everyone. We have aligned wellbeing commitments with customers and contractors and have a plan to expand our business ethics programme to look at the human rights and social equity aspects of our global supply chains.

Corporate performance

Goodman has established clear lines of ESG accountability and communication within its management team. Matters of significance are reported regularly to Goodman's Risk and Compliance Committee and through to the Board. We finance ourselves with sustainable capital and maintain low debt levels to allow us to stay active during different market cycles. We value the trust of our stakeholders and the chance to make a difference in the communities we operate in. To remain accountable and focused on continuous improvement, Goodman participates in GRESB, the leading ESG survey for the real estate sector. Our ESG performance is analysed and scored, providing detailed insights for investors.

Material ESG priorities

Our 2030 Sustainability Strategy is based on several ESG priorities which we believe to be material to our business and our customers operations. Our strategy aims to address these material priorities, and we have set measurable targets to monitor our progress with meeting our commitments. Our material ESG priorities are summarised below.

Climate risk management

Goodman understands the increasing pressure a changing climate and weather patterns have on the built environment. Goodman's Board supports our policy to operate efficiently and develop high quality logistics properties which are resilient and suitable to the local climate.

Goodman has committed to aligning its climate disclosures with the Task Force on Climate-related Financial Disclosures (TCFD) guidelines. We are committed to managing the risk of climate change on our properties, and take prudent steps to mitigate impacts and adapt to climate characteristics by way of adjustments to our development specifications, investment decisions and asset management procedures

Our approach is to manage our operations efficiently, and work collaboratively across our divisions, with our investment partners and with our customers to invest prudently to achieve long-term

sustainable outcomes. We will continue to monitor our greenhouse emissions and are committed to targeting realistic short and long-term reductions in energy consumption across our operations.

Responsible investment

Goodman invests in the development of high-quality industrial properties in strategic locations in and around major gateway cities globally. Goodman does not invest in external companies or business.

Goodman Group is committed to responsible investment practices. Goodman has implemented the Group Investment Committee, which is systematic and consistent responsible investment framework, to centralise the decision-making process for significant global investments under the Group CEO's delegated authority.

Sustainable buildings

Goodman is committed to incorporating sustainable design initiatives into its developments, including innovations and technologies to reduce energy and water consumption, new material to reduce embodied carbon, and new monitoring systems to support our property management practices.

In addition to sustainable design of our buildings, Goodman is committed to its Gateway City strategy, owning a portfolio of logistics assets which are located in the best possible locations for our customers. In doing so, we are confident that our buildings will maintain an occupancy average of above 95% across our global portfolios, demonstrating high utilisation of Goodman's properties.

Building resilience and adaptation

Goodman's industrial properties are subjected to a variety of stresses and wear related to our customers' operations and truck movements. Our properties are also subject to a range of environmental factors such as strong winds, storms, flooding, hail, snow, tsunami and heat. Earthquakes also present a risk in some regions where Goodman operates.

Goodman takes steps to increase the resilience of its properties where these types of climatic and environmental factors present an elevated risk. Examples of measures Goodman has taken in various regions include increasing structural design, back-up power generation, elevating key plant and equipment, and emergency communication procedures.

Energy efficiency and smart energy solutions

Goodman's standard development specifications include a range of design initiatives which aim to reduce energy consumption during the operational phase of our properties. These include features such as natural lighting, energy efficient lighting systems, automated and sensor-controlled lighting, insulated wall panels and high-performance glazing. We are increasingly looking to onsite energy generation through solar PV systems, particularly in markets with supportive policies and market conditions.

Goodman places high priority on ensuring its assets are managed well and provide a quality property solution for our customers. Ensuring our properties operate in an energy efficient manner is a priority due to the direct financial impact on our customers. We use a variety of tools to monitor and benchmark the energy performance of our properties, in particular our more energy intensive properties such as our office properties. In terms of capital upgrades, we take a lifecycle approach and invest in energy efficiency upgrades when and where it is commercially viable to do so.

Carbon emissions

Operationally, many of Goodman's logistics properties fall under the operational control of our customers, meaning the majority of carbon emissions created result from the consumption of electricity related to the activities of our customers. However, we continue to expand the monitoring of carbon emissions across our operating regions, with particular focus on our larger markets where Goodman has significant operational control over its assets.

Water consumption

Goodman operates in several regions of the world where water scarcity is a major issue. Depending on the region, our development specifications include a range of water saving design initiatives

including rainwater harvesting tanks, rainwater re-use in amenities and landscaping, water efficient fixtures and drought tolerant plants and landscaping.

Waste management

Goodman's development teams work in partnership with pre-qualified principal contractors to complete the construction of our development projects. We encourage our contractors to manage their waste in accordance with best practice and implement recycling practices. Where possible, we encourage our contractors to reuse all fill from earthworks on site. In relation to the management of waste at Goodman properties, our property management teams offer waste and recycling services to our customers in properties which are under the day-to-day control of Goodman.

Building materials

Goodman's development teams work in partnership with pre-qualified principal contractors to complete the construction of our development projects. Strict development specifications are in place which specify the materials to be used on our developments, and which materials are prohibited. Where possible, we use forestry certified timber, particularly if we are seeking certification for the development under one of the national certification programs we use globally.

Goodman will continue to work closely with our supply chain partners to identify and adopt innovations and new materials which improve performance, and better practices to improve our respective operations. We are committed to operating in an ethical manner and working to create a supply chain aligned with Goodman's key policies, which includes among other things, the avoidance of modern slavery.

Infill strategy

Goodman places high value on opportunities where it can redevelop properties located in brownfield sites and existing urban areas. These sites present multiple advantages including proximity to customers, supply chain and major infrastructure such as sea ports, rail and airports, while preserving undeveloped land. Goodman works with its customers to find the best location for their requirements including the evaluation of available infill opportunities.

Biodiversity and environmental stewardship

Goodman recognises that its development activities have an impact on the natural environment. Goodman is committed to meeting applicable regulations and development conditions in place to protect and manage biodiversity and habitat. In many cases, Goodman's properties are located in industrial urban areas, and where possible, Goodman aims to enhance the local environment through initiatives such as land rehabilitation, water sensitive urban design, green corridors and using native species in landscaping.

Safe working environment

Goodman is committed to prevention of harm in our operations and creating a safe working environment for our employees, contractors and our customers. In order to execute this commitment Goodman has developed and is actively implementing a Global Safety Framework which defines minimum standards of safety across Goodman operations and ensures a consistent approach to management of safety risks globally.

Supply chain ethics

Goodman is committed to good business ethics and the protection of human rights across its supply chain. Our supply chain consists of small, medium and large-scale suppliers who we partner with to help deliver our property development, property management and funds management activities. We want our supply chain free of any form of modern slavery, including human trafficking, child labour or human rights abuses. Goodman will not knowingly engage in these practices, or partner with any supplier who engages in these practices and, has begun to gather more information on where it may be present.

Diversity and workplace

Goodman's Diversity Strategy aims to create an inclusive and transparent work environment that is free of harassment and discrimination, where all employees can contribute equally to our commercial goals. We operate in geographically and culturally diverse markets and we recognise and celebrate the differences that exist in them. We take the Goodman Corporate Values seriously and strive to

include these behaviours into the way we interact every day with each other, our customers and investors. An important long-term objective is to increase the representation of female employees at senior management levels in all regions.

Stakeholder engagement

Goodman is a responsible and responsive business and we prioritise an open dialogue with our stakeholders, including our investors, customers, employees, suppliers and the communities in which we operate. We seek feedback during our routine investor updates and customer insight meetings. Benchmark programmes such as GRESB, highlight our non-financial performance aspects while our discussions with stakeholders help us to determine material sustainability priorities and the social impacts of our business. This in turn allows us to set targets and systems to manage, review and report on our ESG performance.

ESG Governance

Goodman believes that a sustainable approach makes good business sense and we seek to work with partners who share our views. Goodman's Board, through the Risk and Compliance Committee seek to manage and respond to Goodman's operating environment considering not only economic risks and opportunities, but also ESG risk and opportunities.

Goodman has an established a Sustainability Policy (this policy) which is managed by the Goodman Group Head of Sustainability and approved by the Risk and Compliance Committee. The policy details the Group's commitments to managing a range of material ESG related issues and environmental obligations and should be read in conjunction with Goodman's other core policies including the Goodman Code of Conduct, Work Health and Safety Policy and the Goodman Corporate Governance Statement.

This policy is reviewed annually, while the Committee is updated quarterly on our activities, enabling it to give feedback on our overall sustainability performance.

How do we apply this policy?

Employees are encouraged to adopt sustainability principles in their respective areas of work. New employees go through a thorough induction process which includes information of Goodman's sustainability program and safety framework. Training is delivered to employees who have direct sustainability obligations as part of their day to day responsibilities.

Employees and external parties can also raise any concerns to Goodman, via the Contact us+ form on the Goodman website, which can be made anonymously. Concerns can also be emailed to ethicalconcerns@goodman.com.