



EDMOND  
DE ROTHSCHILD

# SUSTAINABILITY POLICY

EDMOND DE ROTHSCHILD REIM SUISSE  
REF : POL2



## OVERVIEW

The Edmond De Rothschild Real Estate Investment Management (REIM) Suisse Sustainability Policy describes our commitment to sustainability, including mitigating environmental impacts, addressing relevant social issues and maintaining sound governance procedures.

## OBJECTIVE

The objective of this policy is to affirm our commitment to achieving long term sustainable outcomes in the operation of our own offices. The policy describes the overall intentions and direction of Edmond de Rothschild REIM (Suisse) related to environmental and social performance. It provides a framework for the setting of its sustainability objectives and targets at country level. Commercial aspects are addressed separately, by fund.

## SCOPE

This policy covers the corporate operations of the Swiss Edmond De Rothschild's REIM business.

## POLICY OWNER

Swiss Sustainability Representative (Emmanuelle Kilian Barnet), Edmond De Rothschild REIM

## POLICY APPROVER

Head of Swiss, Edmond De Rothschild REIM

## EFFECTIVE DATE

Jan 2022

## REVIEW DATE

Jan 2025

## VERSION

1

## DOC NUMBER

ESG POLICY EDR REIM (SUISSE)

## INTRODUCTION

Sustainability encompasses a broad range of issues that may of themselves, or in combination, have a material impact on the risk/return characteristics of our investments. Our goal is to adopt a policy aimed at embedding a culture of sustainability in our corporate operations.

Reflecting the central importance of sustainability, our Sustainability Team (made up of the senior management of our real estate teams) oversees and reviews our sustainability objectives, strategies and approach across all country entities.

Each country has a nominated Sustainability Representative that sits on the Sustainability Team. They are responsible for delivering a country-level ESG strategy.

## POLICY REQUIREMENTS

This Policy applies to the business and corporate operations of Edmond de Rothschild REIM (Suisse), aligned with the Group's sustainability approach.

## POLICY PRINCIPLES

In addition to complying with the REIM Sustainability Policy and the Group's Social Responsibility Policy, Edmond de Rothschild REIM (Suisse) is committed to achieving long term sustainable outcomes through our corporate operations, across our supply chain and in the communities in which we operate. Our sustainability framework addresses environmental, social and governance issues, in order to:

- Enhance value and minimize risk.
- Perform in line with global best practice.
- Develop our employees' and partners' sustainability knowledge so they can be advocates, and,
- Foster a culture which embraces sustainability as a genuine core value.

The following principles guide our approach to sustainability in Edmond de Rothschild REIM (Suisse):

- Implement sustainable practices through innovation and the sharing of best practices.
- Act responsibly as a steward for the natural environment by addressing environmental impacts.
- Recognize social impact and have consideration for the local communities through charitable activities.

These above-mentioned principles are managed and communicated through three pillars that are the foundations of our work:

- Improve the performance of existing stock: overall CO2 emission reduction targets cannot be achieved by new builds alone. Significant action is necessary to improve the performance of existing buildings in a number of areas.
- Place users at the heart of our approach: the value of assets is greatly driven by their attractiveness to tenants and buyers. We set environmental and social standards at levels that meet users' expectations in terms of functionality, well-being and affordability.
- Act with commitment and engagement: Real estate is a local and people's oriented business activity. The concrete implementation of the sustainability policy requires a strong drive to manage the projects, find the right solutions and ensure that the set targets are achieved in the operations of the properties.

Our principal commitments:

## ENVIRONMENT – (E)

We acknowledge that our operations have both a direct and indirect impact upon the environment. We are committed to pollution prevention, protection of the environment, compliance with all relevant legal obligations and integrating sustainability and climate risks into decision-making.

### ENERGY & CLIMATE

We understand and acknowledge the reality of human-induced climate change and we're taking strong action to de-carbonise and adapt. This means occupying highly efficient buildings, running on renewable energy.

#### OBJECTIVES:

- Develop a Net Zero Strategy for our own activities
- Measure Energy consumption and Carbon footprint from our own office activities
- 100% of electricity to be sourced from green tariffs by 2025, where costs are not prohibitive
- Measure our own impact associated with business travel

### WASTE MANAGEMENT

We recognize our role in reducing our waste generated. We will work to reduce the volume of waste we send to landfill and increase the proportion that is recycled or composted. We will work to phase out single-use plastic and move to compostable packaging wherever possible. We aspire to support the creation of a 'circular economy'.

#### OBJECTIVE:

- Measure Waste Performance from our own office activities

## **WATER EFFICIENCY**

We will improve water efficiency by reducing wastage and harvesting or reusing water where practical.

### **OBJECTIVE:**

- Measure Water Performance from our own office activities

## **IMPACT ON SOCIETY – (S)**

Sustainability is a core part of our business culture and a central pillar of our business strategy. We will educate and enable our stakeholders about how we can work together to achieve our sustainability goals.

## **STAKEHOLDER ENGAGEMENT**

Meaningful engagement with our stakeholders on key issues to help build an inclusive, sustainable society.

### **OBJECTIVES:**

- Review the ESG expectations and concerns of the Group's main stakeholders to ensure alignment with requirements
- Industry engagement: what we learn we will share through membership bodies

## HEALTH & WELLBEING

We will work to identify and effectively manage safety, physical and mental health to protect our employees, and continually improve our processes.

### OBJECTIVES:

- Ongoing employee training in environmental, health and safety, aligned with the Group's programs
- Establish a health and wellbeing strategy for our own offices by 2022
- Work to improve indoor air quality

## CULTURE & COMMUNITY

Our success rests on the strength of the communities in which we operate, so we partner with community organizations to deliver positive social outcomes.

### OBJECTIVES:

- Establish sustainability case study library including showcasing sustainability initiatives through our website, social media and other channels to amplify their impact.
- Integrate a clearly defined social impact framework aligned with the Group and the Edmond de Rothschild's Foundations by 2024

## TRANSPORT & MOBILITY

We will implement best practice standards of accessibility. We encourage walking, running or cycling to and from our offices, and ensure people can find out how to get there using public transport. .

#### OBJECTIVES:

- Make a bike available to the employees for travels within Geneva
- Support bike commuting
- Support public transport mobility

#### HUMAN IMPACT

Edmond de Rothschild REIM values its employees highly and fully recognizes that maintaining a driven and contented workforce is essential in delivering continued success. To support this, we are fully aligned with the Group's commitments in this area and will survey staff on an annual basis. We will establish personal and measurable objectives for all members of staff relating to ESG.

#### OBJECTIVES:

- Enhance understanding of employee needs and expectations using an employee engagement survey
- Over a two year period, implement ESG objectives into key employees annual appraisals (initially with non-financial consequences)

#### ETHICS AND GOVERNANCE - (G)

As an Edmond de Rothschild Group's entity, we apply internal procedures and are aligned with the Group's Code of Ethics, enabling the proper application of the corporate strategy, within the risk tolerance framework defined by the Group. We employ clear rules to encourage exemplary day-to-day behavior and to enable innovation while managing risk in a stringent regulatory environment.

Related Documents: Group Code of Conduct documents

## **SUPPLY CHAIN**

We will implement processes to minimise ESG-related risks in our supply chain, consistently apply minimum sustainability performance standards and strive for best practice in our procurement and identifying and addressing the risk of human rights abuses including modern slavery.

### **OBJECTIVES:**

- Implement the Group's responsible purchasing charter for suppliers
- Implement Property Management ESG Requirements and KPIs

## **TRANSPARENCY & REPORTING**

We are committed to measuring and transparently disclosing our corporate emissions.

We will also work proactively with industry best practices.

## **OBJECTIVES:**

- Promote understanding of and encourage market recognized benchmarks participation
- Improve quality of data collection
- Implement dashboards to follow up the objectives and ensure compliance between objectives and realizations.
- Ensure products' ESG policies are correctly put in place with an emphasis on in-house products
- Ensure FINMA guidelines on greenwashing are respected
- Participate in the PRI (Principles for Responsible Investment) rating scheme

## **RESPONSIBLE INVESTMENT**

Investment strategies focusing on key issues that respond to the significant changes ongoing in the world and the economy.

We will investigate and act on commercial opportunities arising from the transition to sustainability.

## **OBJECTIVES:**

- Agree minimum standards for ESG integration in our Swiss real estate investment strategy
- Development of Investment strategies and product offerings, focusing on key issues that respond to the significant changes ongoing in the world and the economy

## CONCLUSION

Edmond de Rothschild's REIM Suisse Sustainability Policy serves as a foundation upon which we can achieve measurable 'ESG' impacts. We are committed to setting ambitious but practical targets to continually improve our performance and ensure independent measurement of our progress.

This Policy is communicated to all staff, country specific contractors and suppliers. It is also available to the public upon request.

Arnaud Andrieu

CEO of Edmond de Rothschild REIM (Suisse) SA

Emmanuelle Kilian Barnet

Swiss Sustainability Representative of Edmond de Rothschild REIM (Suisse) SA

Date