



Asia Green Real Estate AG

Social Policy

Updated Version – May 2020

I. Introduction

This social policy outlines the framework implemented by Asia Green Real Estate AG (“**Asia Green**”) to define its social procedures that comply with the company’s strategy and long-term ESG vision. Social responsibility is considered a cornerstone of the company strategy and is also outlined in the company Code of Conduct.

II. Social Commitment

Asia Green Real Estate, and its local joint-venture partners, commit to invest into projects, which serve the local community and take into consideration the impact on relevant stakeholders during both the construction and operation stage. Asia Green Real Estate strives to conduct all business affairs in accordance with the highest business ethics standards, acting as a socially responsible company and a good corporate citizen. Asia Green Real Estate actively invests into the well-being and development of its employees. It fosters a culture of openness, accountability and professionalism, continuously improving the way it operates. Concrete examples include:

- a) follow dictated local government Masterplan for infrastructure (schools, roads, playgrounds and overall community interest) and conduct, if necessary, counselling sessions with the community surrounding a project to accommodate concerns during and after the construction phase
- b) involve tenants and development partners in trainings on behaviours in case of emergency (drills in case of earth quake, fire events and evacuation procedure) and define local emergency responsible
- c) conduct programs to mitigate the risk of activities negatively impacting comfort and environment (waste, noise and traffic management) to ensure the health and well-being of the surrounding community
- d) offer local employment opportunities ensuring the community benefits financially from the development of the project
- e) support local charity initiatives and community needs assessment (e.g. refurbishment of impacted houses, building of neighbourhood school)
- f) increase employment engagement by providing training and personal development goals set and monitored using standard employee target monitoring sheet

The detailed implementation process of the policy is outlined in the “Green Building and ESG Strategy” document.

III. Review of the Policy

The Policy will be reviewed at least once a year by the Green Building Team of Asia Green under the supervision of management. Where no update is required, the Policy will be applied consistently over time. Where an update of the Policy is required, the formal approval of the management of Asia Green is necessary.

IV. Annex

Social aspects covered by the policy:

Social elements	Relevant document or regulation
Child labor	Local laws and regulations, Code of Conduct
Community development	Local requirements (e.g. fostering education)
Customer satisfaction	AGRE GB & ESG Strategy p. 24 (Tenant surveys)
Employee engagement	Personal development, professional training
Employee health & well-being	Personal development, extra-curricular goals
Employee remuneration	Above-standard based on local laws and regulations
Forced or compulsory labor	Local laws and regulations, Code of Conduct
Freedom of association	Local laws and regulations, Code of Conduct
Health and safety: community	Local laws and regulations, Code of Conduct
Health and safety: contractors	AGRE GB & ESG Strategy p. 23 (HSE protocol, equipment and signage)
Health and safety: employees	Code of Conduct (page 4)
Health and safety: tenants	AGRE GB & ESG Strategy p. 23-24, Building permit
Human rights	Local laws and regulations, Code of Conduct
Inclusion and diversity	Local laws and regulations, Code of Conduct
Labour standards and working conditions	Local laws and regulations, Code of Conduct
Social enterprise partnering	Code of Conduct (page 5)
Stakeholder relations	Code of Conduct (page 5)