

### Application

This Policy states the commitment of Pacific Link Housing and its wholly owned subsidiaries (PLH Group). This Policy covers all PLH Group employees as well as volunteers, visitors, and contractors.

### Commitment to Environmental, Social, and Governance (ESG) Principles

This policy outlines PLH Group's commitment to being an environmentally sustainable organisation. PLH Group recognises the need to mitigate our environmental impacts to play our part in achieving the NSW mandate to achieve net zero emissions by 2050, with a 50% reduction by 2030. ESG Principles align well to our five Strategic Objectives and PLH Group aims to integrate a philosophy of sustainability into all the organisation's activities and to establish and promote sound environmental practice in our operations.

### Policy

PLH policy to achieve our aims includes:

- Provide tenants with a home and community environment that promotes good health, energy efficiency and resource conservation;
- Promote, educate and encourage commitment to sustainability and action with our tenants, employees, contractors, builders, partners and stakeholders on environmental and energy efficient aspects of our work;
- Conserve resources by reducing the consumption of all limited resources, including energy, water and materials and encouraging sound recycling practices across all activities including construction and maintenance;
- Build partnerships with councils and other agencies with similar vested interests and encourage our partners, suppliers and contractors to act with a sense of environmental responsibility;
- Match and, where viable, exceed legislated environmental sustainability standards for dwellings (including for water and energy efficiency and thermal performance) that we develop and mitigate the impacts of our ecological footprint;
- Work towards the use of environmentally-friendly building materials in construction and maintenance activities;
- Proactively invest in green initiatives, funded by donations from Renew Projects Pty Ltd, our social enterprise renovation contractor that give rise to long-term sustainable environmental and tenant well-being benefits;
- Where available, seek government funding to assist in supporting environmental initiatives;
- Measure and report on our ESG impact to assess our performance and
- Select the best practicable environmental option in all decisions, taking into account, cost and value for money.

## Reporting

PLH Group has adopted the Community Housing Industry Association ESG Reporting Standard for Social Housing, which is a voluntary disclosure framework for community housing providers. Governments, lenders, donors and investors worldwide increasingly require that the assets they invest in provide both a sound commercial return and positive ESG outcomes. Providing reporting aligned with the Standard allows these key stakeholders and our communities to have transparent, consistent and comparable information on the impacts we are achieving.

Policy Owner	Group Executive Manager, Governance, Policy & Advocacy
Approval Authority	Board
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