

# Sustainability Report 2023



Cedar Pacific

# Acknowledgements

This report is our fourth annual Sustainability/Environmental, Social and Governance Report. It has been prepared to provide stakeholders with insight into Cedar Pacific Investment Management Pty Ltd's ("Cedar Pacific", or the "Company") environmental, social and governance ("ESG") journey.

The report highlights the progress Cedar Pacific has made in regard to ESG initiatives for assets under management for 2023.

## Acknowledgement of Country

In the spirit of reconciliation, Cedar Pacific acknowledges the Traditional Custodians of the country throughout Australia and their connections to land, sea and community.

We pay our respects to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

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# Message from CEO

ESG has become a core value at Cedar Pacific with the principles of ESG permeating through every key decision we make. Our investors continue to challenge us to deliver strong performance and our GRESB scores demonstrate this success.

During 2023, we opened our first two properties in Melbourne that have been designed and built to a 5-star GreenStar rating and are being operated as net carbon-neutral properties. We also secured our first green loan on a development property in Sydney.

Cedar Pacific is committed to striving towards and developing best practices in the living sector and we take our fiduciary responsibilities very seriously, with ESG at the core. We are convinced that our efforts benefit our stakeholders, including our investors and our employees while creating thriving communities for our residents. This sustainability report highlights the Company's work on our journey so far as well as outlining our plans for future improvement.



Bernard Armstrong  
Chief Executive Officer



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“We are committed to building thriving, sustainable communities.”

# Cedar Pacific Introduction

Cedar Pacific, founded by Pamoja Capital in 2015, is an investment management company specialising in the living sector.

Our mission is to provide long-term capital growth and yield to our investors through dynamic management strategies that enhance operational performance and mitigate risks.

As we present our fourth annual Sustainability Report, we reaffirm our steadfast commitment to integrating environmental, social, and governance (ESG) considerations into our core investment strategies. This report offers our stakeholders a comprehensive overview of our ESG efforts and achievements for the 2023 calendar year.

The 2023 report is prepared in alignment with the Sustainability Accounting Standards Board (SASB), Global Reporting Initiative (GRI), and the Task Force on Climate-related Financial Disclosures (TCFD) frameworks. These standards guide us in delivering transparent and accountable reporting.

Cedar Pacific's dedication to ESG is further highlighted through our active participation in numerous industry benchmarks and assessments. We complete the annual Global Real Estate Sustainability Benchmark (GRESB) for our managed funds and Green Star assessments for our assets. Additionally, we voluntarily report under the Modern Slavery Act 2018 (Cth) and the Principles of Responsible Investment (PRI).

Our internal Sustainability Committee, which convenes quarterly, plays a crucial role in steering our ESG initiatives. This committee comprises key representatives from across the company, including our CEO, CIO, Financial Controller, Director of Asset Management and ESG, and the Legal and Compliance Manager. This ensures a more holistic and integrated approach to sustainability.

We are proud to share the progress and milestones we achieved in 2023 and remain committed to advancing our ESG journey in the years ahead.



# About this Report

Welcome to Cedar Pacific's 2023 Sustainability Report, in which we highlight our Company's commitment to integrating environmental, social and governance principles into our investment strategies and operations in the living sector.

This report, covering the period of 1 January 2023 to 31 December 2023 provides an overview of our key initiatives and achievements in reducing our carbon footprint, enhancing customer well-being, and adhering to high standards of corporate governance. By aligning with globally recognised frameworks such as the Global GRI and SASB Standards and the United Nations Sustainable Development Goals (SDGs), we ensure our sustainability practices are transparent, consistent and impactful.

In 2023, we made significant strides in sustainability, notably by securing renewable energy contracts in our new builds. Our social responsibility efforts included enhanced focus on health and well-being and community engagement programs.

Looking forward, we remain dedicated to further reducing our environmental impact, expanding our social programs, and strengthening our governance practices. We value open dialogue with our stakeholders and welcome feedback to help us continue making a positive impact in the student living sector.

# 2023 Highlights

## 50 Quay Street

- Announce partnership with Queensland Treasury to deliver a Build-to-Rent Project that offers affordable housing.
- DA submitted and approved for affordable BTR project at 50 Quay Street.
- Demolition commences.

Secured first Green Loan on Kensington/Anzac Parade, Sydney development.



**100% renewable energy contract**

Procured with Iberdrola for two of our newly operational assets in Melbourne



The Company and its related parties awarded over 30 scholarships.



Exit minority partners from first Purpose-built Student Accommodation fund, delivering a **14.7%** gross IRR



Appointment of a new Chief Investment Officer - David Hill



Appointment of a new Development Director - Alan Frost



Progressed towards our goal of obtaining **5-Star Green Star ratings** across our portfolio.

Trialing of Novated Leasing of Electrical Vehicles for staff under the Federal Government's FBT exemption incentive



Implemented processes to manage our Carbon Footprint - Waste and water management strategies.



Introduced multiple initiatives to enhance the health and well-being of staff



In 2023 on average above **90% of waste** produced from demolition at our development sites was recycled.

Increased our volunteering commitment in the community.

# ESG Matrix

The following are a series of commitments, some of which were completed throughout the reporting year while others may have a longer timeframe for implementation. This is our progress as at 31 December 2023.

Commitment	In Progress	Completed	Commentary
5-Star overall Green Star target for the portfolio	✓		All assets under management are either registered for or in the process of obtaining 5-Star Green Star
Net Zero Emissions at a Company Level by 2024	✓		Working towards certification for the 2023 Calendar Year
Achieve Net Zero emissions for 75% of funds by 2030	✓		
Achieve 5-Star Green Star Rating for design and construction on all new buildings from 2023	✓		All current development assets progressing towards 5-Star Rating
Implementation of Measurabl as a data tracking tool		✓	
Water User - decrease water usage by 5% by 2031 for all operational assets	✓		
Waste Management - reduce landfill by 20% by 2031 for all operational assets	✓		

Commitment	In Progress	Completed	Commentary
Energy Consumption - Net Zero emissions of CO2 by 2050	✓		
>85% Tenant Satisfaction Survey average across all operational assets	✓		
Achieve an average overall satisfaction rate of 85% on Employee Satisfaction Survey at a corporate level	✓		
Modern Slavery Screening conducted on all new investments & contracts by 2023		✓	Implemented and achieved by Q3 2023
Achieve an A+ Principles for Responsible Investment (PRI) Rating		✓	Obtained almost perfect scores in first year of reporting in 2023
Publish a responsible and ethical investment framework by 2025	✓		
Inclusion of ESG goals for all corporate senior roles by end of 2023		✓	Implemented as part of role review process in Q4 2023 and will continued to be reviewed each calendar year

# Key Material Topics

Cedar Pacific conducted a materiality assessment in 2021. The results of this materiality assessment produced 13 key material topics. These form the foundation of our focus when it comes to ESG practices and principles.

Our key material topics are split under the three ESG pillars being environmental, social and governance.

## SOCIAL



### Health, Safety and Wellbeing

Cedar Pacific's duty of care extends across operations to our employees, customers and tenants, as well as the public that use our spaces.

### Supply Chain (Social Approach)

Facilitating procurement practices with a specific focus on identifying and managing modern slavery risks.

### Diversity and Inclusion

Promoting diversity and inclusion across numerous indicators, including gender, identity, sexual orientation, religion, disability, age, ethnicity, and First Peoples.

### Customer Engagement and Satisfaction

Focus on provision of spaces to promote health and wellbeing of tenants. Universities are increasingly responding to the ESG needs/demands of their customers (the students), and this is reflected in the expectations of the providers of student accommodation.

## ENVIRONMENTAL



### GHG Emissions & Energy Efficiency

Energy efficiency and GHG emission should be considered at all phases of design. Use of renewable energy should be considered where possible.

### Supply Chain

Facilitating procurement practices and supply chain management in a responsible and sustainable way.

### Tenant Impacts

Effective management of tenant sustainability impacts, particularly related to waste management, energy, water and indoor environmental quality, may drive asset value appreciation and increase tenant demand and satisfaction.

### Water Management

Increased water efficiency relates to the use of water that is socially equitable, environmentally sustainable and economically beneficial.

### Climate Adaption

Building resilience for Cedar Pacific's business, properties and communities, against the physical impacts of climate change.

## GOVERNANCE



### Sustainable Growth & Returns

Ensuring a fair return to providers of capital over the long term, through the responsible and sustainable management of business and assets.

### Responsible Investment

Integrating ESG considerations into investment decisions (due diligence, property management and day-to-day operations) and ongoing engagements in order to provide sustainable growth and returns.

### Cybersecurity

Safeguarding data and networks from cyber threats and ensuring the confidentiality and security of personal information.

### Corporate Governance

Conducting business activities in line with the highest ethical standards across environmental, social and governance standards. Anti-corruption and fraud control policies.



# Sustainable Development Goals

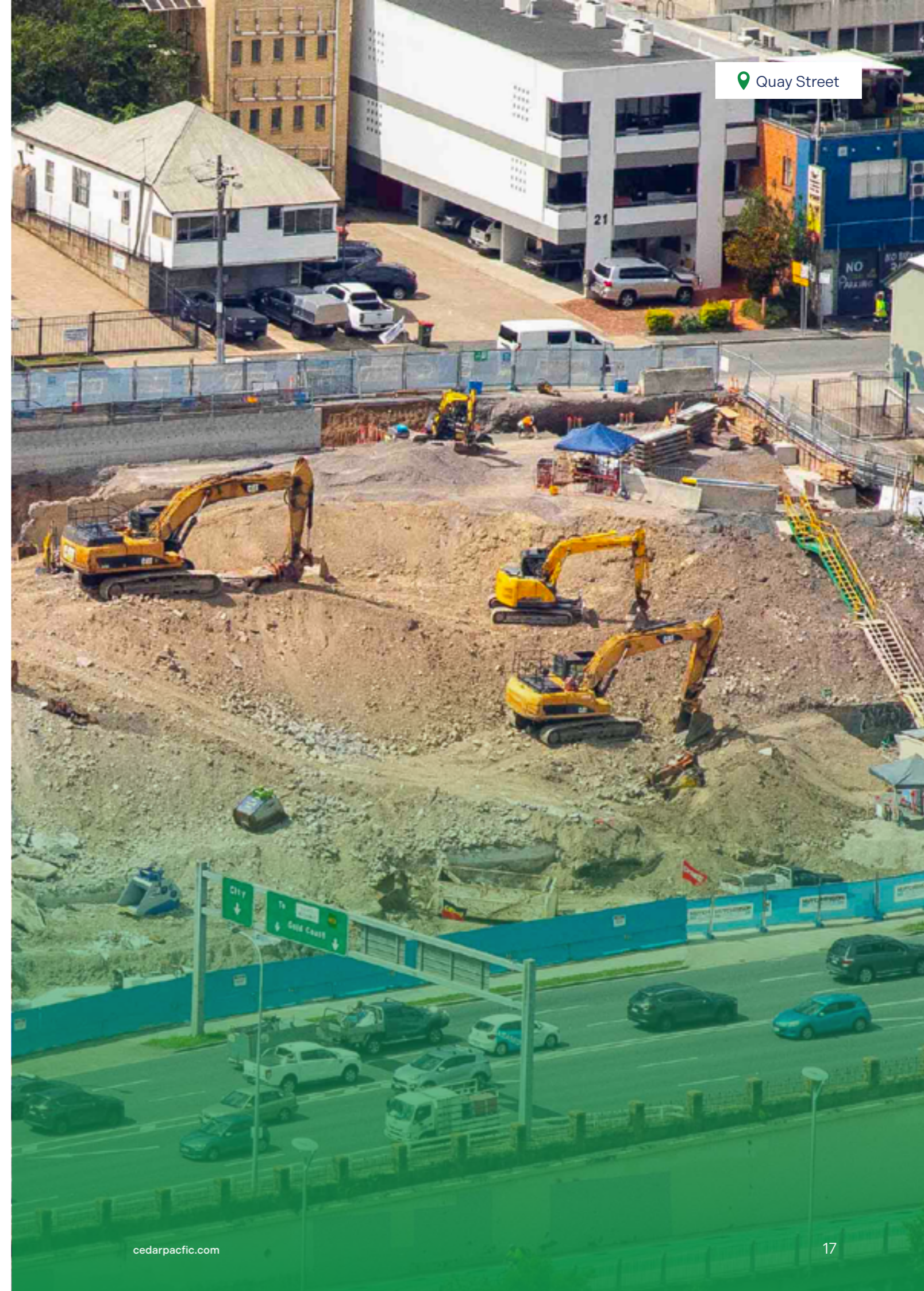
The United Nations Sustainable Development Goals (SDGs) are a set of 17 interconnected objectives designed to address global challenges and achieve a better, more sustainable future by 2030. They encompass a broad range of issues, including poverty, inequality, health, education, clean energy, and climate action.

At Cedar Pacific, we are committed to contributing to these global goals through our investment practices and operations in the living sector.

In this report we highlight how our initiatives align with key SDGs. Our environmental efforts such as reducing carbon emissions and enhancing energy efficiency, directly supporting SDG 7 (Affordable and Clean Energy) and SDG 13 (Climate Action). Social responsibility initiatives, including support and community engagement programs, align with SDG 3 (Good Health and Well-being) and SDG 11 (Sustainable Cities and Communities). Additionally, our emphasis on ethical governance and transparency supports SDG 16 (Peace, Justice and Strong Institutions). By integrating these goals into our sustainability strategy, we not only contribute to global targets but also create value for our stakeholders and foster a sustainable living environment.

In 2023, Cedar Pacific's activities aligned with the following SDGs:

- |   |   |    |  |
|---|---|----|--|
| 1 | No Poverty                              | 10 | Reduced Inequalities                   |
| 2 | Zero Hunger                             | 11 | Sustainable cities and communities     |
| 3 | Good Health and Well-being              | 12 | Responsible Consumption and Production |
| 4 | Quality Education                       | 14 | Life Below Water                       |
| 5 | Gender Equality                         | 16 | Peace, Justice and Strong Institutions |
| 6 | Clean Water and Sanitation              | 17 | Partnerships for the Goals             |
| 7 | Affordable and Clean Energy             |    |  |
| 8 | Decent Work and Economic Growth         |    |  |
| 9 | Industry, Innovation and Infrastructure |    |  |





# Disclosure Standards

Cedar Pacific has elected to apply the GRI reporting standards as well as make reference to TCFD and SDGs.

## SASB Standards

Investment management and development within the living sector does not specifically fit within any one current industry category for the SASB Standards.

As such, Cedar Pacific has chosen to apply certain standards from across multiple industries. The industry standards applied in this report include standards from:

- Real Estate
- Real Estate Services
- Asset Management and Custody Activities
- Energy and Construction Services
- Industrial Machinery and Goods
- Waste Management
- Hotels and Lodging

## SASB Disclosure Topics

The disclosure topics that were included within this report and apply to the Company's current practices can be seen in further detail in Appendix A.

## GRI Standards

In our Sustainability Report, we have applied the Global Reporting Initiative (GRI) Standards to ensure a robust and transparent disclosure of our environmental, social and governance (ESG) performance. By aligning our report with the GRI Standards we provide stakeholders with a comprehensive view of our sustainability impacts, strategies and outcomes. This alignment enables us to systematically identify and address material issues, ensuring that the information we present is relevant and significant to our stakeholders. The GRI framework guides us in detailing our contributions to economic stability, environmental stewardship and social well-being, thereby enhancing the comparability and credibility of our report. Through this rigorous process, we not only demonstrate compliance with international best practices but also showcase our commitment to continuous improvement and accountability in our sustainability journey.



# 01 Environmental Report

# Climate Active Certification



Estimated completion date  
30 June 2024

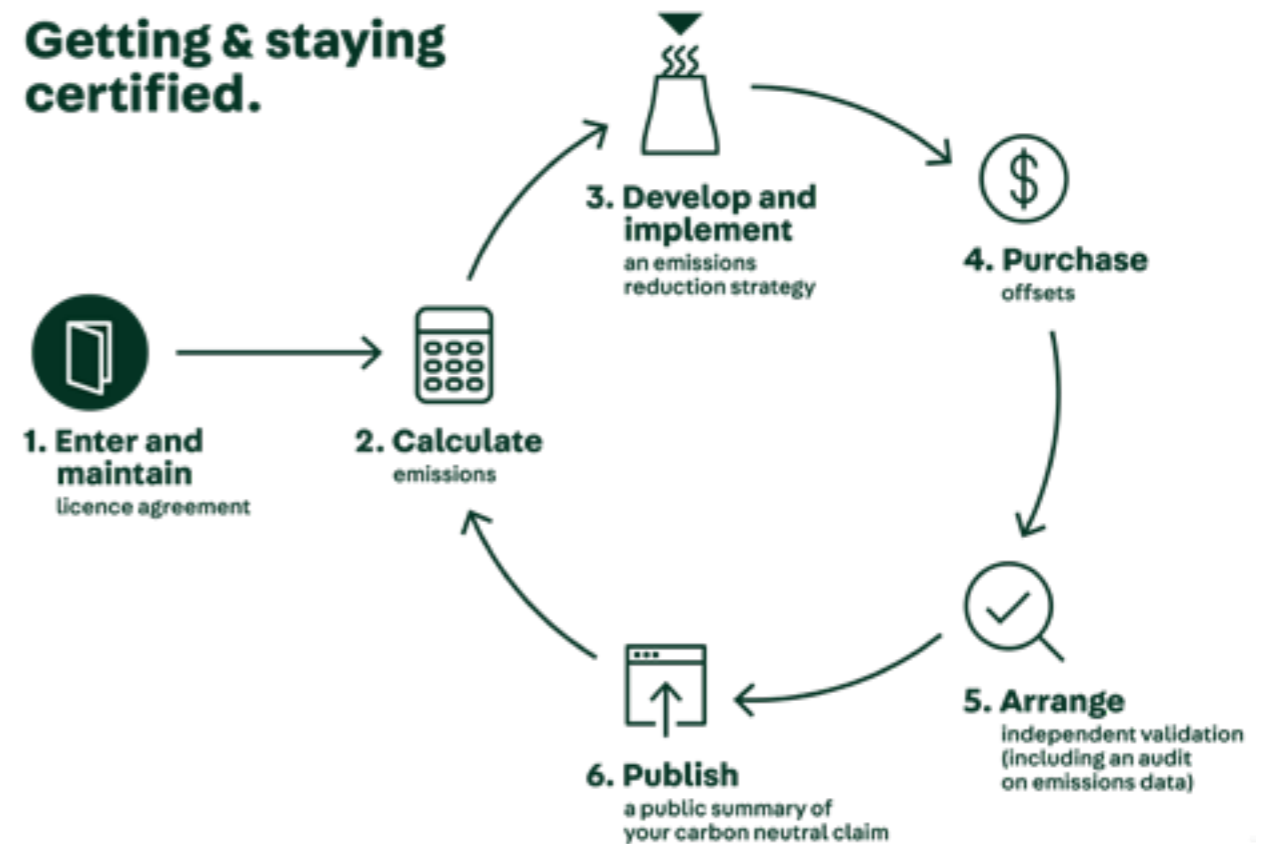
Cedar Pacific is committed to achieving Climate Active certification for the calendar year ending 31 December 2023, with a target completion date of 30 June 2024. Climate Active, an initiative by the Australian Government, is renowned for its rigorous certification standards which ensure organisations, products and services meet stringent carbon neutrality criteria.

This certification process is grounded in internationally recognised standards and protocols, including the Greenhouse Gas Protocol, ISO 14064-1, and the Climate, Community and Biodiversity Standards. By adhering to these frameworks, Cedar Pacific ensures that its sustainability efforts are aligned with the latest scientific research and industry best practices, reflecting our commitment to environmental stewardship and responsible business conduct.

In pursuit of this certification, Cedar Pacific is actively collaborating with leading ESG consultants to meticulously document and guide our decarbonisation pathway. This partnership is instrumental in refining our sustainability strategies, ensuring that they are both effective and forward-thinking.

By continually enhancing our sustainability practices, Cedar Pacific not only works towards reducing its carbon footprint but also promotes broader adoption of sustainable business practices within the industry. Our ongoing efforts underscore our dedication to sustainability and our proactive approach to combating climate change, positioning Cedar Pacific as a leader in environmental responsibility.

## Getting & staying certified.



# Climate Active Certification

## Green Building Council Australia Green Star Ratings - Our Commitment to Sustainable Development

At Cedar Pacific, sustainability is at the heart of our operations and developments. Our dedication to creating environmentally responsible, resource-efficient, and healthier spaces for our communities drives us to pursue 5-Star Green Star ratings for all our projects. Green Star, an internationally recognised sustainability rating system, sets the benchmark for excellence in the built environment, and achieving a 5-Star rating signifies our commitment to leadership in sustainability and innovation.

### Progress Towards 5-Star Green Star Ratings

As of December 31, 2023, we have made significant strides towards our goal of obtaining 5-Star Green Star ratings across our portfolio:



#### → **Projects in Development:**

We currently have three major projects in development that are registered for 5-Star Green Star certification. These developments are designed with sustainability at their core, incorporating advanced building techniques and technologies to minimise environmental impact and enhance energy efficiency.

#### → **Operational Buildings:**

In addition to our development projects, we have 2 assets from our second Fund in the final stages of obtaining 5-Star Green Star certification. These buildings have undergone extensive retrofitting and operational enhancements to meet the stringent criteria required for certification.

## Strategies and Initiatives

To achieve these ambitious goals, we employ a comprehensive sustainability strategy that includes:



### **Integrated Design Approach**

Collaborating with architects, engineers, and sustainability consultants from the outset to ensure that sustainability principles are embedded in every stage of design and construction.



### **Energy Efficiency**

Implementing energy management systems, utilizing renewable energy sources, and optimizing building performance to reduce energy consumption.



### **Water Conservation**

Incorporating water-efficient fixtures, rainwater harvesting systems, and greywater recycling to minimise water use and promote conservation.



### **Waste Reduction**

Adopting robust waste management practices that prioritise reduction, reuse, and recycling of materials during construction and operation.



### **Health and Well-being**

Creating indoor environments that enhance occupant health and well-being through improved air quality, natural lighting, and ergonomic design.

## Looking Ahead

Our pursuit of 5-Star Green Star ratings is a testament to our unwavering commitment to sustainability and environmental stewardship. We understand that the built environment plays a crucial role in shaping a sustainable future, and we are dedicated to leading by example. As we continue to develop and operate buildings that meet and exceed Green Star standards, we are proud to contribute to a greener, healthier world.



# Green Loan Framework

In 2023, Cedar Pacific successfully secured a green loan for one of our key developments, marking a significant milestone in our commitment to sustainable finance and environmentally responsible growth. The green loan, structured in accordance with the Green Loan Principles, provides favourable financing terms specifically designated for projects that deliver clear environmental benefits. Specific to this project was Cedar Pacific's commitment to obtaining a 5-star Green Star Buildings rating under the Green Building Council Australia's

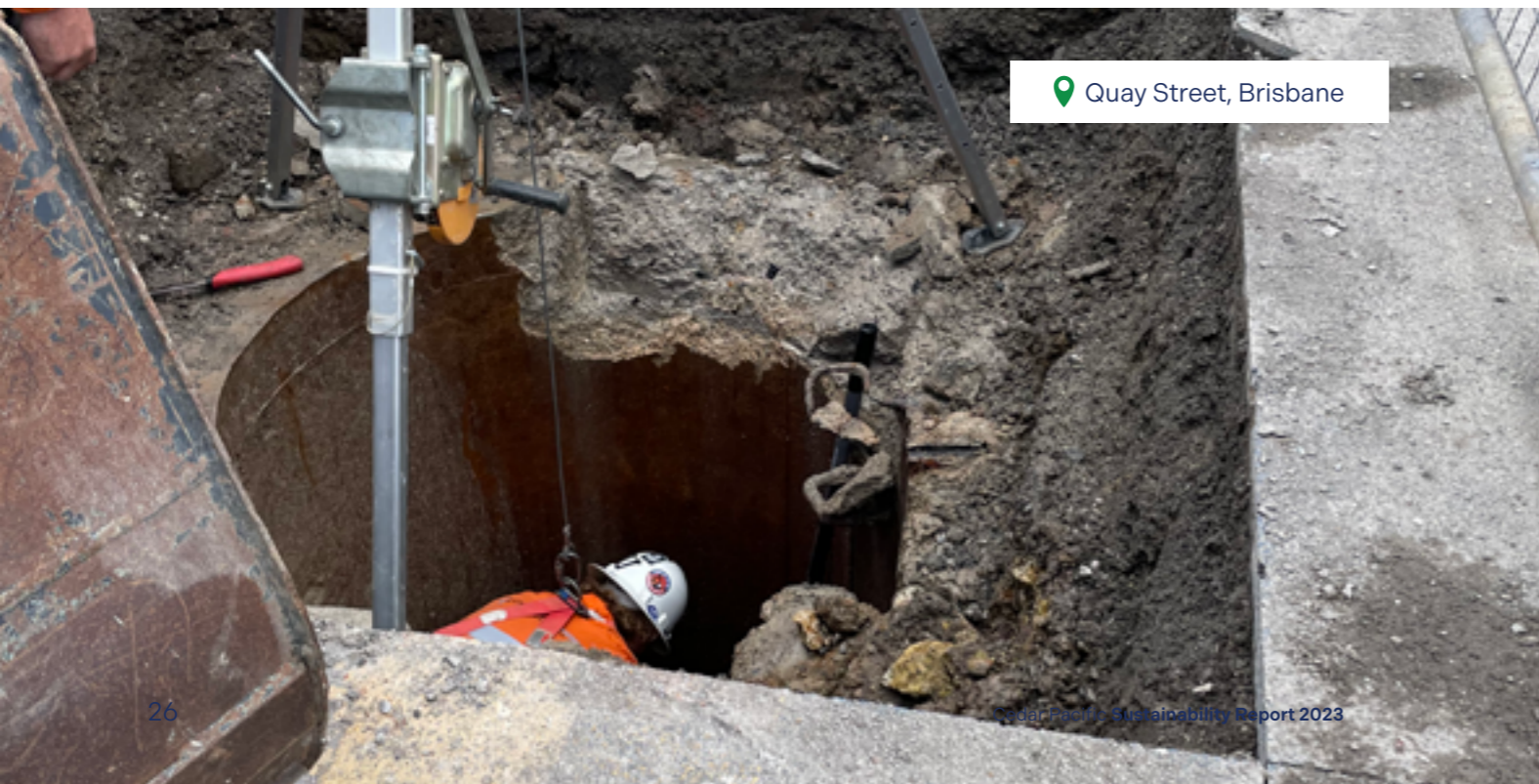
rating system upon completion of development. Securing this funding supports our Company's adherence to stringent environmental standards, encompassing energy efficiency, sustainable building materials, and reduced carbon emissions for all new developments under management. Furthermore, by obtaining this green loan, Cedar Pacific demonstrates its dedication to integrating sustainable practices into our core business operations, while also meeting the increasing demand for eco-friendly real estate solutions.



Lorne Street, Auckland

As part of the work completed to meet this achievement, Cedar Pacific developed a comprehensive green loan framework to facilitate the financing of future developments. Cedar Pacific recognises that there is an opportunity to utilise the groups ongoing commitment to sustainability principles to facilitate access to a broader pool of debt capital. The purpose of the framework is to, where our fund mandates allow it, assess each asset against the Loan Market Association Green Loan Criteria and include any eligible assets to the Green Loan register. When seeking future debt financing for an asset under this register, the Company will disclose the eligibility for a Green Loan to lenders of whom Cedar Pacific is seeking terms from.

This framework also outlines in further detail the criteria for eligible projects included in the register, ensuring they align with internationally recognised environmental standards and deliver tangible sustainability outcomes. By establishing clear guidelines and benchmarks, our green loan framework will streamline the process of obtaining sustainable financing, enabling us to consistently pursue environmentally responsible projects. This proactive approach not only reinforces our commitment to sustainability but as we continue to expand our register of eligible assets will also hopefully position Cedar Pacific in the future as a leader in green finance and a driver of sustainably built assets within the living sector.



Quay Street, Brisbane

# Energy Management

Cedar Pacific is dedicated to achieving net zero emissions for 75% of its assets under management by 2030, and 100% by 2050. Energy use at our assets is a crucial area of focus to meet this goal. Our strategy involves accurately measuring energy use, enhancing operational efficiency, making targeted capital expenditures to reduce energy consumption, and offsetting the remaining carbon emissions that cannot be eliminated.

## Key Achievements in 2023

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### Renewable Energy Procurement

We secured 100% renewable energy for two newly launched assets post-development.

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### Data Baseline Establishment

We established a robust data baseline for all assets under management, specifically under our second fund, which had its inaugural year of operations in 2023.

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### Scope 3 Emissions Tracking

We expanded our data capture to include Scope 3 emissions from energy sources controlled by tenants.

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### Energy Efficiency in Procurement

We integrated energy efficiency measures into our procurement processes, ensuring that any replacement electrical appliances were upgraded to more energy-efficient models.

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### Efficient Lighting Installation

We installed energy-efficient lighting in the assets undergoing refurbishment in our third fund in 2023.

The data baseline created in 2023 will enable us to measure the performance of these initiatives throughout 2024.

## ENERGY MANAGEMENT

# Planned Projects for 2024

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**Fully Electric Building** Launch Cedar Pacific's first fully electric building in Sydney.

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**Green Lease Clauses** Incorporate Green Lease clauses in all new tenant leases for our operational buildings.

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**Solar Feasibility Study** Conduct a solar feasibility study on key sites including one located in Adelaide which sits within our second fund.

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**Zero Carbon Action Plans** Develop zero carbon action plans for two assets under our second fund which began operations in 2023. Commitment to enforcing a process of completing zero carbon action plans for all future developments and assets under Cedar Pacific's management once 18 months of operational data has been collected.

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**Gap Analyses** Perform gap analyses for key operational assets across our funds to create action plans aimed at achieving a 5-star Green Star Performance rating.

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**PEAK Platform Installation** Install the PEAK platform at our Sydney site to trial an early fault detection and optimisation system for energy performance.

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**Feasibility Study for Electric System** Conduct a feasibility study to replace gas-fired boilers with an electric system at one of our Melbourne sites. This will also serve as a case study for future electrification works on older sites under management.

These initiatives underscore Cedar Pacific's commitment to sustainable energy management and our ongoing efforts to reduce carbon emissions across our portfolio.



# Waste Management

Cedar Pacific is committed to reducing waste to landfill by 20% for all operational assets by 2031. Managing student accommodation facilities presents a unique challenge, as each year brings a new cohort of students. Therefore, waste management programs focusing on behavioural change must be continuously reinforced and refined to ensure progress towards our targets.

## Key Initiatives in 2023

<b>Recycling and Organic Waste Induction</b>	Incorporated recycling and organic waste management into the student induction process.
<b>Environmental Awareness Events</b>	Organised events in student common areas to raise awareness about environmental issues and the impact of individual actions
<b>Additional Recycling Stations</b>	Installed extra recycling stations during move-in periods to encourage recycling behaviour during times of increased deliveries.

Beyond these initiatives, we launched two new assets in Melbourne and secured waste contracts that include data collection for these buildings.

## Data and Measurement

In 2023, we achieved full data reporting for all waste streams across our assets, establishing new baselines for operational assets. This enhanced data reliability will enable Cedar Pacific to measure the impact of new initiatives in 2024 and beyond.

## Planned Projects for 2024

<b>Ongoing Behavioural Change Initiatives</b>	Continue student engagement to reinforce behaviour change.
<b>Waste Audits</b>	Conduct waste audits in the operational assets in our second fund to identify opportunities for improvement or diversification of waste streams.
<b>New Asset in Sydney</b>	Launch a new asset in Sydney equipped for organic waste collection.
<b>Organic Waste Trial in New Zealand</b>	Trial organic waste collection and recycling into large-scale worm farms at our New Zealand assets in our third fund.

These initiatives reflect Cedar Pacific's commitment to sustainable waste management and our proactive efforts to reduce landfill waste across our properties.

# Water Management

Cedar Pacific is dedicated to reducing water usage by 5% by 2031. In 2023, Cedar Pacific prioritised water management across its real assets through the following initiatives:

## Key Initiatives in 2023

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### Comprehensive Data Capture

Extended water use data capture to include not only assets operated directly by Cedar Pacific but also those managed by tenants or university partners.

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### Water-Efficient Procurement Practices

Updated procurement practices to prioritise devices with water-saving features when replacing older products.

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### Resident Engagement

Enhanced engagement with residents through an updated tenant handbook and environmental awareness events to promote water-saving practices.

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### Baseline Establishment

Established a water usage baseline for newly operational assets to facilitate future comparisons of water-saving measures.

## Planned Projects for 2024

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### Submetering Collaboration

Collaborate with the University of Canterbury to formulate a plan for submetering student accommodation assets from the main university meters for assets in our third fund. This will enable the management team to monitor water usage and measure the impact of water-saving measures.

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### Review and Refine Targets

Review water use targets for all assets, define bespoke targets based on our level of influence, and consolidate these into a more ambitious company-wide target.

These efforts reflect Cedar Pacific's ongoing commitment to sustainable water management and our proactive approach to reducing water consumption across our properties.



02

# Social Report



# Equity, Diversity & Inclusion

At Cedar Pacific, we recognise the immense value of fostering a diverse and talented workforce. We understand that our success is intrinsically linked to the quality and skill of our employees. As such, Cedar Pacific is deeply committed to attracting and retaining the best talent to ensure top performance and sustained business growth. Our approach to equity, diversity and inclusion (EDI) is integral to our corporate ethos, as we believe that a workforce enriched with diverse perspectives and backgrounds drives innovation and enhances our ability to achieve greater success.

As of December 2023, Cedar Pacific proudly employs individuals from ten different countries, contributing to a vibrant and multicultural workplace. This diverse group of employees collectively speaks ten different languages in addition to English, reflecting the global nature of our team and the inclusive culture we strive to maintain. By embracing such diversity, Cedar Pacific benefits from a multitude of viewpoints and ideas, which are essential for fostering creativity and addressing complex challenges in our industry.

Cedar Pacific's commitment to EDI extends beyond just numbers, it is about creating an environment where every employee feels valued and empowered to contribute their unique perspectives. We are dedicated to providing equal opportunities for professional development and career advancement, ensuring that our policies and practices support an inclusive workplace. This commitment not only enriches our corporate culture but also enhances our capacity for innovation and growth, positioning Cedar Pacific as a forward-thinking leader in our field.

# Scholarships

Cedar Pacific, through its managed funds, support scholarship programs led by partner Universities. The scholarships are targeted at students requiring financial assistance or who suffer other disadvantages to pursue their studies.

In 2023, the Company and its related parties supported over 30 scholarships through these opportunities.

## Scholarship 1

The first scholarship is designed specifically for students from regional areas who need to relocate to Melbourne to study. Students who are from under-represented backgrounds, such as Aboriginal and Torres Strait Islander students, or experience social, medical, or financial difficulties are eligible for the scholarship which provides accommodation in one of our Melbourne assets at half the normal annual cost. The scholarship is aimed at helping disadvantaged students to access higher education and achieve their academic goals, whilst also providing a supportive and inclusive living environment.

## Scholarship 2

The second scholarship is offered by the Australian Catholic University and is designed specifically for students who come from remote indigenous communities who need to relocate to facilitate their studies. The University provides a full academic year of accommodation at our central Melbourne assets and enables the student to live in a supportive environment and concentrate on their studies whilst away from their community.

Cedar Pacific, through its managed funds, support the scholarship program by ensuring accommodation is available to support the students under this program each year.



Over 30 scholarships in 2023

# Health, Safety and Wellbeing

Cedar Pacific currently offers two types of accommodation scholarship opportunities to support students who require financial assistance or suffer other disadvantages to pursue their studies.

In 2023, the Company and its related parties awarded over 30 scholarships through these opportunities.

The first scholarship is designed specifically for students from regional areas who need to relocate to Melbourne to study. Students who are from under-represented backgrounds, such as Aboriginal and Torres Strait Islander students, or experience social, medical, or financial difficulties are eligible for the scholarship which provides accommodation in one of our Melbourne assets at half the normal annual cost. The scholarship is aimed at helping disadvantaged students to access higher education and achieve their academic goals, whilst also providing a supportive and inclusive living environment.

The second scholarship is offered in conjunction with Australian Catholic University and is designed specifically for students who come from remote indigenous communities who need to relocate to facilitate their studies. The scholarship provides a full academic year of accommodation at our central Melbourne assets and enables the student to live in a supportive environment and concentrate on their studies whilst away from their community.

Cedar Pacific is committed to supporting students from diverse backgrounds and helping them to achieve their academic goals. Through these two scholarship programs, the company aims to make a positive difference in the lives of students who may be facing financial or social barriers to higher education.

## Flexible Working

Cedar Pacific remains steadfast in our commitment to promoting work-life balance and the health and well-being of our employees through our flexible working arrangements. Our work-from-home (WFH) policy is a key component of this commitment, providing team members with the flexibility to manage their work schedules in a way that best suits their personal and professional needs. By allowing employees the flexibility to work remotely when needed, we help reduce commuting stress, increase productivity, and support a healthier work-life integration. This policy not only enhances job satisfaction and overall well-being but also demonstrates our dedication to fostering a supportive and adaptable work environment.



## Health and Wellbeing Allowance

To further support the health and well-being of our team, in 2023, Cedar Pacific introduced a Health and Well-Being Allowance. Each employee can access this allowance to pay towards expenses that enhance their quality of life. Eligible items and services include gym sessions, massages, meditation, dietitian consultations, sports shoes, active competition fees (such as race entrance fees or team sport fees), health insurance, health monitoring equipment, and chiropractic services. This initiative underscores our commitment to promoting a healthy and balanced lifestyle for all our employees.

# Health, Safety and Wellbeing (cont.)

## Employee Assistance Program

Cedar Pacific is committed to supporting its employees' well-being and productivity through the implementation of an Employee Assistance Program (EAP). This program provides confidential counselling and support services to employees, aimed at improving their overall well-being and productivity. Cedar Pacific has partnered with a local reputable counselling centre, which is fully registered with Medicare and the Psychology Board of Australia, to provide a highly effective counselling service to support the wellness of our employees.

## Flu Vaccine

Cedar Pacific promotes a healthy and productive workplace environment, and as part of this commitment, the Company offers a voluntary flu vaccine to all employees. By providing access to flu vaccinations, Cedar Pacific aims to reduce the incidence of influenza among its team, this supports overall productivity and minimises absenteeism. This initiative not only protects the health of individual employees but also contributes to the well-being of their families and the broader community. The flu vaccine program is an integral component of Cedar Pacific's holistic approach to employee wellness, demonstrating the Company's dedication to preventive health measures and proactive care for its employees.

## Employee Net Promoter Score - 60

Cedar Pacific is proud to announce an impressive Employee Net Promoter Score (eNPS) of 60, indicating a solid level of employee satisfaction and engagement. The eNPS is a widely recognised metric that measures employees' likelihood to recommend their workplace to others, serving as a key indicator of overall job satisfaction and company culture. Achieving a score of 60 signifies that a majority of Cedar Pacific employees are satisfied with their roles and the organisation, showcasing the company's success in creating a supportive and motivating work environment. This eNPS not only highlights Cedar Pacific's commitment to employee well-being but also reinforces its reputation as an employer of choice in the industry.

## Parental Leave

Cedar Pacific supports the health and well-being of its employees with a generous parental leave policy. Cedar Pacific's policy goes above and beyond legal requirements and demonstrates the Company's commitment to the long-term happiness and productivity of its team members. This comprehensive policy provides extended paid leave for new parents as well as superannuation payments - this important initiative is fundamental to supporting the long-term financial security of our team. Cedar Pacific is committed to financially supporting employees as they embrace family life. By offering enhanced parental leave, Cedar Pacific not only supports the well-being and work-life balance of its employees but also reinforces its dedication to fostering a family-friendly workplace. This initiative underscores Cedar Pacific's recognition of the importance of family and its commitment to being a supportive and progressive employer.



# Supporting Charities

Cedar Pacific is proud to support the local community by volunteering at Emmanuel City Mission in Brisbane. This bi-annual initiative is part of the Company's broader commitment to corporate social responsibility and community engagement. Employees from Cedar Pacific spend time assisting the mission in sourcing, preparing, and serving food. By partnering with Emmanuel City Mission, Cedar Pacific not only helps to improve the lives of individuals facing hardship but also fosters a sense of unity and purpose among its employees. This volunteer work exemplifies Cedar Pacific's values of compassion, community involvement, and making a positive impact beyond the workplace.

Cedar Pacific employees enthusiastically sign up and participate in the Push-Up Challenge, demonstrating their commitment to fitness, teamwork, and charitable causes. The Push-Up Challenge is a nationwide initiative aimed at raising awareness and funds for mental health, and Cedar Pacific is proud to be part of this impactful movement. Employees engage in daily push-up routines, supporting each other in reaching personal and collective goals. This participation not only promotes physical well-being but also fosters a strong sense of camaraderie and shared purpose within the company. By taking part in the Push-Up Challenge, Cedar Pacific employees highlight the Company's dedication to promoting a healthy lifestyle and contributing to meaningful social causes.

In 2023, Cedar Pacific proudly supported Movember, the annual campaign dedicated to raising awareness and funds for men's health issues. Throughout the month of November, a Cedar Pacific employee actively participated by growing a moustache. Cedar Pacific's commitment to Movember in 2023 exemplifies its dedication to corporate social responsibility and the well-being of its employees and society at large.





# Social initiatives for our residents

## Resident Health and Wellbeing

At Cedar Pacific, we prioritise the needs and preferences of our residents when designing and building our properties. Our buildings are designed with communal spaces, including fully equipped kitchens, gymnasiums, and other social areas, which are intended to foster a sense of community and encourage social engagement among our residents.

In addition to providing quality housing, we understand that our residents may need support in other areas. We offer an extensive pastoral care program of events and social engagement designed to promote the health and well-being of our residents, which is centred around five core themes: academic, social, community, cultural and health and wellbeing initiatives.





In addition to our pastoral care program, we also conduct an extensive physical and mental health program in all of our buildings under management. One of the core initiatives of this program is Project 100, a preventative and systematic touchpoint system that ensures every resident in our buildings has regular contact and the opportunity for care to be extended. Staff are regularly trained in how to deal with the issues residents regularly face and how to connect them with professional help or further support when needed, which ensures the safety and wellbeing of every resident in our buildings.

# Project 100

Project 100 is a programme to ensure every in-room resident has one-on-one contact at least weekly. Some of the touch points listed are utilised for Project 100, however the focus is on physically speaking with the resident. If further support is required, then action is taken by our staff.

## Proactive Monitoring

- Internet usage
- Swipe access
- Catering activity
- ACE/UC monitoring
- Physical sighting

## On Arrival

- Welcome & Check in
- Show to room
- Orientation & Induction
- H&S, Fire briefing

## Residential Life Monitoring

- Event attendance
- Kahui catch ups
- Tutorial attendance
- Conduct management
- Intentional convos
- Academic performance

## Staff Observations

- Taurima
- Academic Facilitators
- Customer Service team
- Night duty team
- Facilities team
- Residential Life team
- Kaitātai
- General Manager Portfolio

## Digital Touchpoints

- App
- Event registrations
- Your Shop
- StarRez portal
- Call logs

## Facilities Monitoring

- Maintenance requests
- Room inspections
- Housekeeping services
- Lockouts / new keys
- Facilities rounds

## Customer Service Monitoring

- Account checks
- Equipment use
- Reception interactions
- Mail/package pick up
- Visitors sign in

## Communications Monitoring

- Emails & Newsletters
- Student surveys
- Social media
- App
- Passive activities

## Student Surveys

We send out an annual residential survey to encourage feedback from residents. These surveys are anonymous and target questions on resident experience including cleanliness, comfort, facilities and health and wellbeing, among others. Cedar Pacific, as the asset manager, uses these results to review potential improvement measures at an individual asset level or across the portfolio for the following year.

The survey is focused on social and environmental well-being, along with commercial feedback. The feedback is both qualitative and quantitative, and every resident in our buildings has the opportunity to have their say. Survey topics include booking and arrival experience, feedback on events and pastoral care programs, facilities, security, transportation, environmental initiatives, and well-being measures.

To help drive environmental improvements in our properties, the survey for 2024 will include extra questions around sustainable transport options and energy use to assist with the future implementation of initiatives.

At Cedar Pacific, we are committed to providing our residents with quality housing and pastoral care services that promote their health, well-being, and sense of community, and ensure our residents have access to a range of support programs and services that are designed to meet their needs and preferences.



03

# Governance Report



# Governance Framework

Cedar Pacific's Corporate Governance Framework for 2023 continues to outline the principles and objectives that guide the company's decision-making processes, ensuring integrity and transparency in all our operations. Updated to align with the latest edition of the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations, our framework has been refined by the board of directors to further enhance accountability, transparency, and fairness in our engagement with stakeholders.

Our governance framework is designed to place key stakeholders at the forefront of our corporate strategy, ensuring that fiduciary responsibilities are met with their interests as a priority. Cedar Pacific operates under a robust set of principles, procedures, best practices, and guidelines, all deeply rooted in ethical standards and compliant with relevant legal and regulatory requirements. This commitment ensures that our business practices remain responsible and trustworthy.

Supported by a comprehensive matrix of policies, legislation, accounting standards, and self-regulatory codes of practice, our corporate governance framework provides a strong foundation for ethical conduct and decision-making. By adhering to this framework, Cedar Pacific is able to maintain stakeholder trust and confidence, reinforcing our commitment to responsible management and sustainable growth. This diligent approach ensures that we not only meet but exceed the expectations of our stakeholders, thereby achieving our strategic objectives and fostering long-term success.

# Corporate Policies

Cedar Pacific has a suite of policies developed to ensure proper adherence to ESG principles. Cedar Pacific's compliance plan is developed in accordance with ISO 19600:2014, which comprises several elements adhered to through our policy framework.

Key ESG Policy documents for the Company in 2023 include:

- ESG Policy
- Modern Slavery Policy
- Procurement Policy
- Green Loan Financing Framework
- Corporate Governance Policy
- Operation Sustainability Policy
- Green Cleaning Policy

Additionally, Cedar Pacific's compliance system comprises a suite of policies, including:

- Advisory Committee Charter
- AFSL - Adequate Financial Resources Policy
- FSL - External Communication Checklist
- AFSL Compliance Plan
- AFSL FACTA/CRS Policy
- AFSL Training Policy
- AML Program Part A and B
- Business Continuity Plan
- Board Charter
- Anti-Corruption and Anti-Bribery Policy
- Code of Conduct
- Conflicts of Interest Policy
- Cyber Security Policy
- Delegation of Authority Manual
- Due Diligence Policy
- Employee Referral Program
- Fraud Control Plan
- Gifts and Benefits Policy
- Hedging Policy
- Incident Management and Breach Reporting Policy

## Risk Management and Framework

At Cedar Pacific, we recognise that risk is an integral aspect of our operations, essential for achieving our strategic goals and creating value for our investors. To navigate this landscape, we have cultivated a culture, established processes, and built structures that focus on identifying and leveraging potential opportunities while mitigating adverse impacts. Effective risk management is pivotal to good corporate governance and is crucial for attaining our strategic and operational objectives.

In line with this commitment, Cedar Pacific adheres to the Australian Standard ISO 31000:2018 "Risk Management – Principles and Guidelines." This standard provides a robust framework that enables us to systematically identify, assess, and manage risks across all operational areas. By implementing these guidelines, we ensure that our risk management practices are comprehensive and effective, aligning our activities with our overarching strategic goals and maintaining our commitment to sustainable and responsible business practices.

## Modern Slavery Reporting

Cedar Pacific is not required by law to comply with the Modern Slavery Act 2018. However, as part of the Company's commitment to taking all appropriate actions to mitigate the risks of modern slavery within its business and supply chain, Cedar Pacific voluntarily complies and reports in accordance with the requirements imposed by the legislation. Cedar Pacific will report for the fourth consecutive year this year for the period of 1 January to 31 December 2023.



# ESG Reporting and Memberships

Cedar Pacific is a member of and reports to the following organisations:



Cedar Pacific has a membership with and reports to GRESB annually. GRESB is the ESG benchmark for real assets and assesses ESG performance data in order to provide standardised and validated data to the capital markets. GRESB membership requires the Company to report on detailed ESG practices and performance on an annual basis, which are then benchmarked against global peers.



Cedar Pacific is committed to the sustainable transformation of the built environment and holds membership with the Green Building Council of Australia, which is Australia's leading rating tool for new buildings and major refurbishments.



The Company is a member of the UN Principles of Responsible Investment. Cedar Pacific submitted its first report for the PRI assessment in September 2023 and received exceptional scores in all categories. Results will be publicly available in the 2024 assessment.



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Cedar Pacific is a member of the Property Council of Australia. The property council is the country's leading advocate for the property sector, representing the interests of members across all spheres of property investment activity, property development, management, professional advisors and trade providers. Bernard Armstrong the Chief Executive Officer of Cedar Pacific is a member of the Student Accommodation Division of the Property Council. Brendan Mulvogue the Director of Debt Capital Markets at Cedar Pacific is a member of the Social Infrastructure Committee of the Property Council of Australia.





# 04 Appendix

# Appendix A

Environment				
Climate, Energy Efficiency and GHG Emissions	<p><b>(Greenhouse gas (GHG) emissions)</b></p> <p>Report in metric tonnes of CO2 equivalent, GHG Protocol Scope 1 and Scope 2 emissions. Estimate and report material upstream and downstream emissions where appropriate</p>	<p><b>TCFD implementation</b> (Recommendations of the TCFD);</p> <p>Fully implement the recommendations of the TCFD</p>	<p><b>IF-WM-110a.1</b> - (1) Gross global Scope 1 emissions, percentage covered under (2) emissions-limiting regulations, and (3) emissions-reporting regulations</p> <p><b>IF-WM-110a.2</b> - (1) Total landfill gas generated, (2) percentage flared, (3) percentage used for energy</p> <p><b>IF-RE-130a.1</b> - energy consumption data coverage as a percentage of total floor area by property subsector</p> <p><b>IF-RE-130a.2</b> (1) total energy consumed by portfolio area with data coverage (2) percentage grid electricity, and (3) percentage renewable, by property sector</p> <p><b>IF-RE-130a.3</b> - like for like percentage change in energy consumption for the portfolio area with data coverage, by property subsector</p>	- 02, REQ - 04, REQ - 5
Sustainable Supply Chain (Environmental Approach)	<p><b>Screening new suppliers using environmental</b></p>		<p><b>RT-IG-440a.1</b> - description of the management of risks associated with the use of critical materials.</p> <p><b>IF-EN-160a.2</b> - Discussion of processes to assess and manage environmental risks associated with project design, siting, and construction</p> <p><b>SV-HL-160a.2</b> - description of environmental management policies and practices to preserve ecosystem services</p>	

Environment				
Water Management	<p><b>GRI 303:1 (Interactions with water as a shared resource)</b></p> <p><b>GRI 303:2 (Management of water discharge-related impacts)</b></p> <p><b>GRI 303:3-5 (Water withdrawal, discharge and consumption)</b></p>		<p><b>IF-RE-140a.1</b> - Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or extremely high baseline water stress by property subsector</p> <p><b>IF-RE-140a.2</b> - Total Water withdrawn by portfolio area with data coverage as and (2) percentage in regions with High or extremely high baseline water stress by property subsector</p> <p><b>IF-RE-140a.3</b> - like for like percentage change in water withdrawn for portfolio area with data coverage by property subsector</p> <p><b>IF-RE-140a.4</b> - description of water management risks and discussion of strategies and practices to mitigate those risks</p> <p><b>IF-EN-410a.2</b> Discussion of process to incorporate operational-phase energy and water efficiency considerations into project planning and design</p>	
Waste Management	<p><b>GRI 306:1 (waste generation and significant waste-related impacts)</b></p> <p><b>GRI 306:2 (management of significant waste-related impacts)</b></p> <p><b>GRI 306:3-5 (waste generated, diverted from disposal and directed to disposal)</b></p>		<p><b>IF-WM-110a.1</b> - (1) Gross global Scope 1 emissions, percentage covered under (2) emissions-limiting regulations, and (3) emissions-reporting regulations</p> <p><b>IF-WM-110a.2</b> - (1) Total landfill gas generated, (2) percentage flared, (3) percentage used for energy</p>	
Climate Adaptation			<p><b>IF-RE-450a.1</b> - area of properties located in 100-year flood zones, by property subsector</p> <p><b>IF-RE-450a.2</b> - description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks</p>	

Environment			
Climate Adaptation - cont.			<p><b>IF-RS-410a.2</b> - (1) Floor area and (2) number of buildings under management provided with energy and sustainability services</p> <p><b>IF-RS_410a.3</b> - (1) Floor area and (2) number of buildings under management that obtained an energy rating</p> <p><b>SV-HL-160a.1</b> - number of lodging facilities located in or near areas of protected conservation status or endangered species habitat</p> <p><b>IF-EN-410a.1</b> - Number of (1) commissioned projects certified to a third-party multi-attribute sustainability standard and (2) active projects seeking such certification</p>
Tenants Impacts			<b>IF-RE-410a.3</b> - discussion of approach to measuring, incentivising and improving sustainability impacts of tenants
Social			
Health, Safety and Wellbeing	GRI: 2018 403-9 (a&b) <b>(Health &amp; Safety)</b>		<p><b>IF-RS-510a.3</b> - Total amount of monetary losses as a result of legal proceedings associated with professional integrity, including duty of care</p> <p><b>RT-IG-320a.1</b> - total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)</p>
Customer Engagement & Satisfaction			<p><b>FN-AC-270a.3</b> - description of approach to informing customers about products and services</p> <p><b>FN-AC-270a.2.</b> - total amount of monetary losses as a result of legal proceedings associated with marketing and communications of financial product related information to new and returning customers</p>

Climate Adaptation cont.a Responsible Supply Chain (social approach)	GRI 412-1, GRI 408-1 (a), GRI 409-1 <b>(human rights review, grievance impact and modern slavery)</b>		
Diversity & Inclusion			<b>FN-AC-330a.1</b> - percentage of gender and racial/ethnic group representation for (1) executive management, (2) non-executive management, (3) professionals, and (4) all other employees
Governance			
Responsible Investment		<p><b>TCFD Governance Disclosures Recommendations implementation</b></p> <p>(a) Describe the board's oversight of climate-related risks and opportunities</p> <p>(b) describe management's role in assessing and managing climate-related risks and opportunities</p>	<p><b>IF-RS-510a.3</b> - Total amount of monetary losses as a result of legal proceedings associated with professional integrity, including duty of care</p> <p><b>FN-AC-410a.1</b> - amount of assets under management, by asset class, that employ (1) integration of environmental, social, and governance (ESG) issues (2) sustainability themed investing, and (3) screening</p> <p><b>FN-AC-410a.2</b> - description of approach to incorporation of ESG factors in investment and/or wealth management processes and strategies</p> <p><b>IF-RE-130a.5</b> - Description of how building energy management considerations are integrated into property investment analysis and operational strategy</p>
Corporate Governance	<p>GRI 205-3, GRI 205-3 <b>(Anti-corruption)</b></p> <p><b>GRI 102-17 (Protected ethics advise and reporting mechanisms)</b></p> <p><b>GRI 102-15 (Integrating risk and opportunity into business process)</b></p>		<p><b>FN-AC-410a.3</b> - description of proxy voting and investee engagement policies and procedures</p> <p><b>FN-AC-510a.1.</b> - Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations</p>


Governance				
Corporate Governance - cont.			<p><b>IF-EN-160a.1</b> Number of incidents of non-compliance with environmental permits, standards, and regulations</p> <p><b>FN-AC-510-a.2</b> – description of whistle-blower policies and procedures</p>	CDSB: REQ-01, REQ - 06, REQ - 03, REQ -
Sustainable growth and returns	GRI 201-1 (2016) ( <b>Total tax paid</b> )		<p><b>IF-RS-410a.1</b> Revenue from energy and sustainability services</p> <p><b>IF-RE-130a.4</b> – percentage of eligible portfolio that (1) has an energy rating and (2) is certified to Energy Star by property subsector</p>	

# Contact Us

We would love to hear from you with any questions or feedback.

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