

ESG CODE

Introduction

d.i.i. Deutsche Invest Immobilien AG and d.i.i. Investment GmbH (hereinafter referred to as “d.i.i.”) are aware of their responsibility to society and the community and the role they play in the German real estate industry. Sustainable activities and business practices are an essential part of our corporate culture and define the way we do business.

The principles of sustainability are an integral part of the d.i.i. Group’s values, strategy and structures and are integrated into corporate decision-making at all management levels.

We pay particular attention to sustainability in our business activities when developing new investment products and when working with our clients and partners.

Sustainability is an important factor behind our investment strategy and in the due diligence we do before acquiring a property.

We are committed to making sure that all of the required processes that are fundamental for sustainable construction are put in place during the construction or refurbishment of our buildings. We tap synergy effects around energy efficiency and climate protection through early integrative planning, joint project work coordinated by our construction project management during the construction process and streamlined operation organised by our asset management team. We target optimised energy efficiency, reducing environmental impact and focussing on a balanced tenant mix at property level.

We look for companies that are explicitly guided by sustainability principles and actively support our efforts when selecting asset and property managers as well as other service providers. We introduced a mandatory code of conduct for our business partners in June 2020 to help facilitate these objectives.

Our responsibility to the environment

We are dedicated to strictly complying with and implementing the applicable environmental laws and regulations. After economic consideration, we go with more environmentally compatible solutions above all other possible solutions, especially when it comes to general business operations, property management and property development.

Our aim is to reduce or avoid to the extent possible the use and consumption of resources and generating of waste of any kind, including water and energy. We strive to find economic solutions to improving energy efficiency and minimising energy consumption.

We emphasise biodiversity when designing the exterior and outdoor areas of the properties we manage. We landscape or create green spaces at our properties, depending on each individual situation. We focus on using plants that are native to the area or appropriate for the location and require little watering. We try to include green roofing at our new construction projects wherever possible. We focus on using water-saving technologies and sustainable materials in the refurbishment of existing properties and new building developments.

Our responsibility for society & community

We follow high health and safety standards for our employees and tenants and comply with material labour laws and regulations. Our **d.i.i. social charter** expresses our social commitment to our tenants and guarantees protection far beyond legal regulations.

We offer our employees at d.i.i. fair conditions at the workplace, flexible hours, appropriate remuneration, more vacation days and opportunities for training and continuing education. We value having an heterogeneity mix at all management levels and promote diversity when it comes to the expertise, gender, origin and age of everyone who works on our teams.

We also find that it is important to actively contribute to society by supporting local philanthropic projects.

Our ethical business conduct

We are committed to the ethical standards derived from European human and civil rights. We place particular importance on the guiding values of integrity, fairness, reliability, respect and trust, which we practice and expect to see in all of our collaborations.

We do not support any form of child labour or human exploitation. We pay strict attention to compliance with occupational health and safety standards. We cooperate with the supervisory authorities responsible for us. We are open and transparent in our dealings with them. We are committed to compliance with legal regulations, in particular regulatory directives.

We have put strict prevention measures into place and actively identify, stop and report any suspected cases of money laundering. We practice the standards of fair business, fair advertising and fair competition.

We do not tolerate any form of bribery, corruption, extortion or embezzlement. We comply with data protection and information security laws and government regulations when collecting, storing, processing, transmitting and disclosing personal information.