

ESG Code

Introduction

d.i.i. Deutsche Invest Immobilien AG and d.i.i. Investment GmbH (hereinafter “d.i.i.”) is conscious of its social responsibility and its importance for the German real estate industry. Sustainable actions and business are therefore an integral part of our culture and the way in which we run our business.

The principles of sustainability are a fixed component of the system of values, the strategy and the structures of d.i.i. and have been integrated into the business decision-making at all management levels.

In particular, with the development of new investment products and in cooperation with our customers and partners, we pay attention to sustainability in our business activity.

Sustainability is an important criterion of our investment strategy and the due diligence process in purchasing properties.

We advocate the creation of all necessary processes that are a precondition for sustainable construction, for the construction or renovation of our buildings. Through early integrative planning, joint project work on the construction by our Construction Project Management and an optimal operation, organised by our Asset Management, we achieve synergies with energy efficiency and climate protection. At the property level, we consequently aim for energetic optimisation, reduction of the ecological implications and a balance tenant mix.

For the selection of our Asset and Property Managers and other service providers, we prefer companies that are explicitly geared towards sustainability principles and actively support our efforts in this respect. For this, we have already bindingly integrated a Code of Conduct for our business partners since June 2020.

Our ecological responsibility

We pay attention to strict compliance with and implementation of the valid environmental protection laws and directives.

According to economic considerations, more ecologically compatible solutions should be deliberately given preference over all other solutions, particularly in the general business operation, within the scope of real estate management, as well as in the area of project development.

The use and consumption of resources, as well as the generation of any type of waste, including water and energy, must be reduced or avoided. Economic solutions must be found, in order to improve the energy efficiency and minimise energy consumption.

The in the outdoor design of the properties that we manage, we pay attention to biodiversity. Depending on the circumstances of the properties, we lay out or upgrade the green spaces.

In doing so, we pay attention to the use of plants with a low watering requirement. For new construction projects, we aim to plant greenery on the roof surfaces, where possible. When renovating existing properties and in the development of new buildings, we rely on the use of water-saving technology.

Our social & societal responsibility

We fulfil high health and safety standards for our employees and tenants and comply with central employment laws and requirements. We have anchored the social responsibility of our tenants in the *d.i.i. Social Charter*, which guarantees protection far beyond the legal regulations.

d.i.i. offers our employees fair conditions at the workplace, flexible working hours, appropriate remuneration, increased holidays and training and advanced training opportunities. We value heterogeneity at all management levels and promote diversity in relation to know-how, gender, origin and age in our teams.

It is also important to us to provide an active contribution to society by supporting local philanthropic projects.

Out ethical business conduct

We commit to the ethical standards that are derived from the European human rights and civil liberties. In particular, we act in accordance with the guiding values of integrity, fairness, reliability, respect and trust, which we observe in all relationships of the cooperation.

We reject any form of child labour or exploitation of people. We strictly pay attention to compliance with occupational safety standards. We work together with the supervisory authorities that are responsible for us. We are open and transparent in our dealings with them. We pay attention to compliance with legal, particularly supervisory regulations.

We take strict precautions and bear responsibility for identifying, preventing and reporting all suspected cases of money laundering. We comply with the standards of fair business activity, fair advertising and fair competition. We do not tolerate any form of bribery, corruption, blackmail and embezzlement.

We comply with the laws governing data privacy and information security and the official regulations, when recording, storing, processing, sending and disclosing personal information.