

# Sustainability and Values Report

Building Our Legacy



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# SUSTAINABILITY VISION STATEMENT



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Our actions of today will have an impact for generations to come. Therefore, at Salta we regard sustainability and wellbeing as our legacy for the future.

## SUSTAINABILITY POLICY

Salta Properties creates quality environments with the wellness of its community and the wellbeing of future generations in mind.

We are committed to reducing our environmental impact through good building design and efficient operation.

We adopt industry benchmarking tools, innovations and new technology to create buildings of distinction that are sustainable, original and site responsive.



# SUSTAINABILITY AND VALUES PILLARS

## Leading wellness lifestyle and placemaking

Salta Properties aims to create meaningful environments that provide a sense of community.

Our community's health and wellbeing are at the centre of our designs and we see the addition of high-quality amenities that look after our customers' physical and mental wellbeing as fundamental.

We have successfully executed urban regeneration and 'greenfield' developments, both on single sites and across large precincts with multiple land titles.

## Innovating tenant engagement

Our continuous investment into infrastructure upgrades and amenities as well as new building developments continues to attract and retain incredible tenants to the Salta portfolio. We understand their sustainability and corporate responsibility values and help drive change and achieve outcomes through our commitment to collaborate and strengthen the working environment.

New technologies like the Equiem virtual tenant engagement platform help us build and enhance community experience and have a better understanding of our customers. Equiem offers occupants a convenient and enjoyable way to interact with properties, hyper-local services and connection with other occupants.

## Delivering housing affordability

Salta Properties acknowledges the housing affordability issue in the Australian residential rental market and believes affordability should be addressed across all levels of the housing market. For this reason, Salta has embraced the build-to-rent model in selected properties with an offering that includes quality long-term rentals, which will offer predictable rents over the term of the lease.

## Building positive communities

Salta Properties and the Tarascio family have long been proud supporters of the St Vincent's Institute (SVI), an independent medical research institute conducting research into the cause, prevention and treatment of disease. Through the newly formed Tarascio Family Foundation we are excited to build upon this legacy and further demonstrate our commitment to the community.

## Supporting the Modern Slavery Act

Salta Properties commits to report annually on the risks of modern slavery in our operations and supply chains in a voluntary capacity under the Australian Modern Slavery Act. The board of directors will be responsible for approving the statement before becoming publicly available on a central register maintained by the Commonwealth.



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# ENVIRONMENTAL ACTION

Sustainability is one of our core values, and we take the environment very seriously across the design, construction, and stewardship of all our properties.

We're committed to building outstanding commercial, industrial, retail, residential and hotel properties that not only reflect who we are and what we stand for, but also their social and environmentally aware companies who choose to call us home.

As a progressive family business, we take great pride in delivering these buildings and we recognise that in doing so, our commitment to sustainability is nonnegotiable. For us, it's about reducing our environmental impact as much as possible, which we achieve through good building design and ensuring optimised efficiency practices across all our operations. That allows us to create stewardship within our own business, complemented by excellence across our key pillars, and stronger and better built communities as a result.

We've targeted four key areas where we can reduce our environmental impact:

## Reducing energy

At Salta, we are committed to investing in energy efficiency. Our aim is to reduce our costs and ecological footprint, while still delivering a high level of quality and comfort across all our buildings.

We achieve this through careful planning from the outset. In every project, we plan out our energy efficiency approach during the design stage, which is then fine-tuned at the operational stage.

### Action

- All our properties must meet our exacting standards on energy ratings, HVAC and lighting, which are monitored closely
- Our commercial buildings are designed to achieve a minimum 4.5 Star NABERS Energy rating
- We use the NABERS Energy tool to achieve better results for the future, by tracking and establishing NABERS improvement pathways
- We conduct energy audits assessing building physics and climate analysis

## Reducing waste and material consumption

At Salta, we are always looking at ways we can achieve not only our own goals towards waste reduction, but those of our tenants. We recognise that demonstrating our commitment to waste has a flow-on effect that empowers our tenants to follow suit, so we make it our priority to actively listen to their needs to understand the issues most affecting them.

Our short-term goal is to increase waste diversion to 50 per cent, with a fifty-fifty split of general waste and comingle/paper and cardboard bins. We are confident in our ability to achieve our goal and build interest in waste management to create a better Australia for future generations.

### Action

- We have a unique partnership with SUEZ
- We provide recycling facilities as a minimum standard across our portfolio
- We are committed to training and engagement strategies with our tenants and cleaners to improve our waste reduction
- We will host online and in-person education sessions
- We will place signage across our properties to help set new community benchmarks

## Reducing water

Effective water management makes a difference in all our buildings, and at Salta Properties, we work hard to enhance the sustainable and efficient ways we use water resources.

As a result, water efficiency is planned out from the development stage, guided by our internal Minimum Sustainability Tool.

### Action

- Water minimum standards are classified by sector and scale of the project to ensure achievable desirables
- We use fixtures with minimum 3 Stars WELS certificates
- We install rainwater tanks for irrigation and toilet flushing
- We install metering systems to improve water consumption visibility

## Improving indoor environments

Optimal conditions or excellent Indoor Environment Quality (IEQ) inside each building help tenants feel more comfortable when working, but this doesn't just happen. From the lighting to the views, this is something we instill from the early design stage, because we understand that strong IEQ creates not only better productivity, but also a greater sense of wellbeing and staff retention.

Our short-term goal is to evaluate our properties' IEQ against the best industry benchmarking tools.

### Action

- We have incorporated IEQ into our internal Minimum Sustainability Standard Tool
- Our buildings comply with National Construction Code (NCC) mandatory requirements
- Our policy mandates that commercial offices must meet Green Star minimum requirements



# TECHNOLOGY INNOVATION

At Salta Properties, we think long term and have a long-term view of our assets, which allows us to create strong relationships over time with our tenants.

This is because we own the buildings we lease and manage, and we are fully invested in ensuring they are managed and perform as highly as possible. By providing intelligent and long-lasting property solutions, we become genuine and collaborative business partners.

It's great to invest in performance across the portfolio, but what sets us apart is our commitment to continuously assess and optimise every one of our building's operations.

We've developed five key areas demonstrating our approach to smarter building resources and innovation:

## ADAMM system

We utilise state-of-the-art technology and resources in our buildings to support our asset management strategy. For example, we've partnered with Building-Performance, a cloud-based building performance specialist. Our aim is to streamline and centralise our assets' operational information using Building-Performance's ADAMM (Asset Database for Audits and Maintenance Management) system, a secure and collaborative virtual asset management portal.

Overall, we want to strengthen our portfolio performance, increase asset valuation and improve operational efficiency. Currently, we're rolling out Salta's ADAMM system by conducting a thorough audit to monitor our entire portfolio.

## Minimum Sustainability Standards overview

With a greater number of green certifications and ratings available globally than ever before, the landscape can be confusing. That's why we developed our own Salta Minimum Sustainability Standards Matrix.

This outlines our sustainability expectations at the design phase, and outlines the minimum standards we require on ratings results, fabric design and loads, metering, HVAC and lighting. While pursuing a certification is not always our priority, we do use industry tested tools and processes such as NABERS, Green Star and Fitwel to ensure value and best practice standards are being met at the design, construction and operation phases.

## Salta Sustainability Wiki

We have developed a Sustainability Wiki for the Salta team's intranet platform, giving staff quick access to information on topics from sustainable design principles through to specifics on the individual rating schemes. The Sustainability Wiki is an active document that will be continuously updated and built on as required, demonstrating our commitment for keeping up with industry.

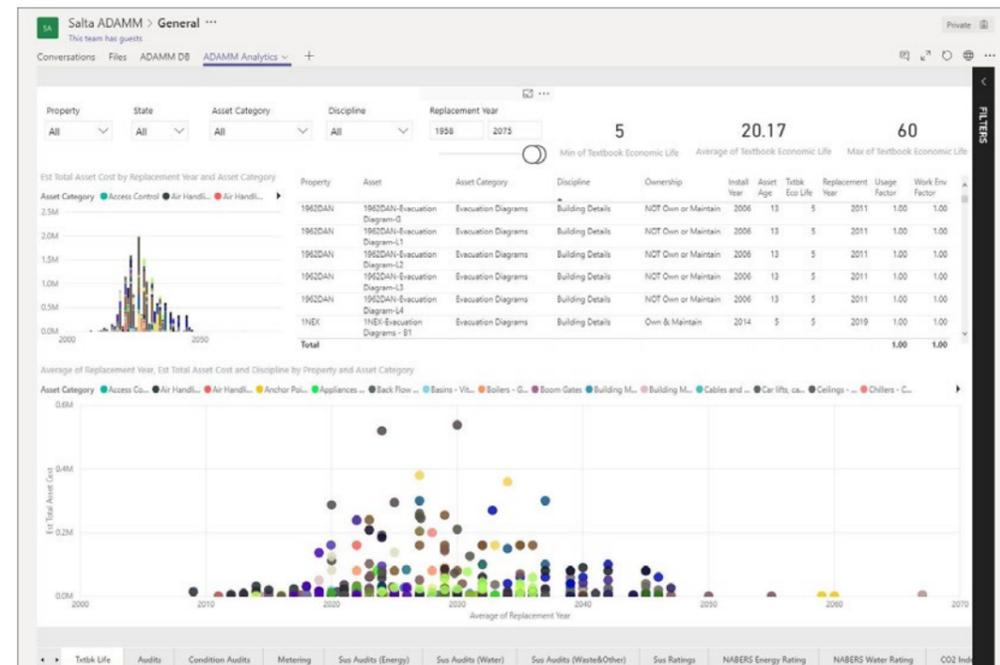


Figure 1 – Snapshot of ADAMM Dashboard

End-of-trip facilities with bike racks, showers, change rooms and lockers are essential to a sustainable workplace



## Equiem app

We are very proud to form a strong relationship with Equiem as a technology and services partner, delivering a world-class technology platform and services model. We've now implemented Equiem at Nexus Corporate – the first business park in the world to do so. The game-changing technology is a tenant engagement platform offering a new-generation approach to managing, connecting, operating and marketing properties, as well as communicating with the people in them.

The benefits include increased tenant retention, better leasing outcomes, improved targeting of capital underpinned by better communication with building occupants and driving asset value.

# EQUIEM

## Transport and connectivity

We understand how important it is to invest in infrastructure and building amenity to retain and attract long-lasting tenants. This will ultimately contribute to our commitment to reduce our carbon footprint.

That's why our Nexus Industrial Dandenong South and Altona will house intermodal hubs linked directly to the port to help solve the freight and logistics challenges of the future.

Our central locations offer a balanced mix of good vehicular access from all parts of the metropolitan area, a variety of public transport options, and excellent access to Melbourne's principal bicycle network and pedestrian linkages. Our decentralised business parks are located close to public transport options. All sites have end-of-trip facilities fitted with bike racks, showers, change rooms and lockers.

The screenshot shows a web browser window displaying the Salta Sustainability Wiki page for 'Greenstar Design & As-Built'. The page is titled 'Greenstar Design & As-Built' and was last edited on 02/11/2018. It includes an 'Intro' section explaining that Green Star – Design & As Built is administered by GBCA and assesses sustainability outcomes from design and construction. A table shows the Green Star rating scale, and the page lists 'The Nine Categories and Credits' including Management, Energy, and Transport.

Percentage of Available Points	Rating	Outcome
0-9	Zero Star	Assessed
10-19	One Star	Minimum Practice
20-29	Two Star	Average Practice
30-44	Three Star	Good Practice
45-59	Four Star	Australian Best Practice
60-74	Five Star	Australian Excellence
75+	Six Star	World Leadership

Figure 2 – Snapshot of Salta Sustainability Wiki

