

# ESG credentials

Creating places of enduring value





At Salta, our purpose is to create places of enduring value, today and for future generations.

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### Acknowledgement of Country

We acknowledge the Traditional Owners of the land on which we operate and pay our respects to their Elders past and present. We recognise their continuing connection to the land, waters and community, and honour the important role Indigenous cultures play in our shared future.

We seek to understand how Salta can have meaningful engagement with Australia’s cultural heritage, and we look forward to deepening our engagement and understanding as individuals and as a business through a journey of learning and understanding.





# Salta has continued to evolve over the last 50 years and this is reflected in our sustainability journey.

We have always taken a long-term view of our business and recognise that the places we create and the services we offer our customers have an enduring impact. As a result, our people are dedicated to seeking out new advances in sustainability, technologies, design and solutions to improve the way people live and work every day.

Our vision is to deliver lasting economic and social value for our customers, people, business and communities.

Sustainability is intrinsically linked to this, and our commitment to quality and care for others means we invest for the long-term to ensure that our assets perform well into the future, for generations to come.

Prioritising sustainability is not only the right thing to do, it's also a smart investment in resilience and responds to a changing climate where energy costs are rising and resources are under pressure.

As a progressive family business, we take great pride in delivering quality properties and services to our customers and we recognise that in doing so, our commitment to sustainability is non-negotiable. That allows us to create stewardship within our own business, complemented by excellence across our key pillars and stronger, better built communities as a result.

As an early adopter of Green Star rating tools, Salta has been a member of the Green Building Council of Australia (GBCA) since 2007. To date, we have completed 12 Green Star-certified developments, including the first office building outside of the Melbourne CBD to be awarded a 5 Star Green Star As-Built certification at 1 Nexus Court, Mulgrave.

In addition, 13 of our buildings have achieved NABERS ratings ranging from 3 to 5.5 stars representing best practice to superior performance respectively.

A key part of our journey has been coming together to create a more open, collaborative and sustainable workplace. This is demonstrated in the transformation of our head office at 35 Collins Street which has achieved a 5 star Green Star Interiors certified rating. We see our office as a reflection of our culture and identity, so it was very important that it showcases our ambitions and capabilities in a sophisticated, but warm and welcoming environment.

We pride ourselves on exceptional quality craftsmanship and a premium user experience for our customers, and our new workplace has created an inspiring and thriving environment for our people to deliver on this.

I am incredibly proud of what our team have achieved and their passion and commitment to strive for a better future for all our stakeholders.

We do this through the creation of high-quality properties and enhanced services for our customers, while reducing our environmental footprint and giving back to our communities.



**Sam Tarascio**  
Managing Director  
Salta





# ESG journey

Salta is committed to advancing our sustainability efforts.

We have long implemented resource efficiency measures into our building designs, construction and operations. Salta joined the GBCA in 2007 and commenced rating key buildings under Green Star from 2009 onwards.

We formalised our new Sustainability Strategy in 2019 and since then have accelerated our efforts with a focus on energy and water efficiency, climate change resilience and electrification of existing assets.



2007-2017

2018

2019

2020

2022

2023

2024

## Green Star & NABERS

- Joined the Green Building Council of Australia (GBCA)
- First 5 star Green Star building outside of Melbourne CBD at 1 Nexus Court

## Sustainability strategy

- Sustainability strategy development
- Funding secured from Sustainability Victoria for upgrades to 8 buildings
- Commenced sustainability asset audits

## Strategy & reporting

- New sustainability strategy launched
- Salta’s first sustainability report released
- Minimum sustainability requirements introduced for all projects

## Health & wellbeing focus

- OHS audit and new OHS Committee established
- Online Modern Slavery survey roll out to high risk suppliers
- Full building operational risk assessment to address Covid-19 and develop a Covid Safe Building strategy and roll-out plan

## Process improvements

- New safety management system
- APRILL process & governance system launch
- 1st Modern Slavery statement
- New ESG Committee formed
- First Green Star Design & As Built – 631 Springvale Rd
- First multi-tenanted Fitwel rating for a commercial building in Australia

## New ESG strategy

- New ESG strategy launched including our new ESG pillars and key focus areas
- Further developed our ESG policies and initiatives
- 2nd Modern Slavery statement released
- Solar rollout to 10 existing commercial buildings

## Developing our approach

- Sustainability strategy and targets set for our new Build To Rent (BTR) division
- 3rd Modern Slavery statement released
- Human rights policy launched



# ESG vision

At Salta, we recognise that our actions today have an impact for generations to come and we regard the wellbeing of our planet, people and communities as our legacy for the future.

We're committed to developing leading, high-quality properties that not only reflect who we are and what we stand for, but also the social and environmentally aware companies who choose to call one of our buildings home.

**Our ESG approach**

We take a considered approach to ESG, with a commitment to continuing to advance and develop our practices for the long-term.

Salta creates quality environments with the wellbeing of our communities today and future generations in mind. We are committed to reducing our environmental impact progressively through good building design and efficient operations.

We adopt industry benchmarking tools and apply the latest technology and innovative practices to create long lasting buildings that are sustainable, fit-for-purpose and site responsive.

Investing in ESG isn't just good for the planet, it's good for business with 98% of our tenants surveyed wanting to work in a sustainable building.

**Strategic framework**

Our pillars of Healthy & Connected People, Climate Action & Resilience, Nature Positive and Equity for All, ensure that we are focused on areas where we can have meaningful impact through our business operations.





# ESG pillars

To develop our ESG pillars we undertook a materiality review to reflect the preferences, desires and needs of our business operations and stakeholders to ensure shared value.



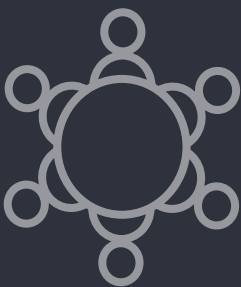
## Climate action & resilience

We prioritise the environment in the design, construction, and stewardship of all our projects. Climate action is essential, and designing resilience into our buildings and portfolio so they can best respond to climate change is critical to creating enduring value for our stakeholders.



## Nature positive

Our built environment is intrinsically linked to nature. Our ambition is to be nature positive which means that nature and biodiversity are protected and enhanced at all our properties. Our development and asset management strategies strive to protect and restore ecosystems and manage resources efficiently, and we encourage our tenants to do the same.



## Healthy & connected people

We aim to create meaningful environments that provide a sense of community for our people and tenants, and engage the wider local community. Health and wellbeing are at the centre of our business operations and building designs. We consider the addition of high-quality amenities that support both physical and mental wellbeing as fundamental to our shared success.



## Equity for all

Equity and equality for all is fundamental to our ethos. Our actions and values are based on a deep foundation of understanding and respect. By encouraging and celebrating wellbeing, diversity and inclusivity, we create a safe and positive environment for everybody in our business, supply chain, our customers and communities. This is guided by our policies on human rights & procurement.



# SDG alignment

We have aligned our ESG strategy and focus areas to the globally accepted best practice United Nations Sustainable Development Goals (UN SDGs).

This included completing a materiality review where we identified 13 goals that are most relevant to Salta’s business operations and stakeholders, with 6 primary and seven secondary focus areas as outlined here.

**About the UN SDGs**

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future.

At its heart are 17 goals which are an urgent call for action in a global partnership to improve health and education, reduce inequality, and spur economic growth while tackling climate change and preservation of natural resources.

Primary

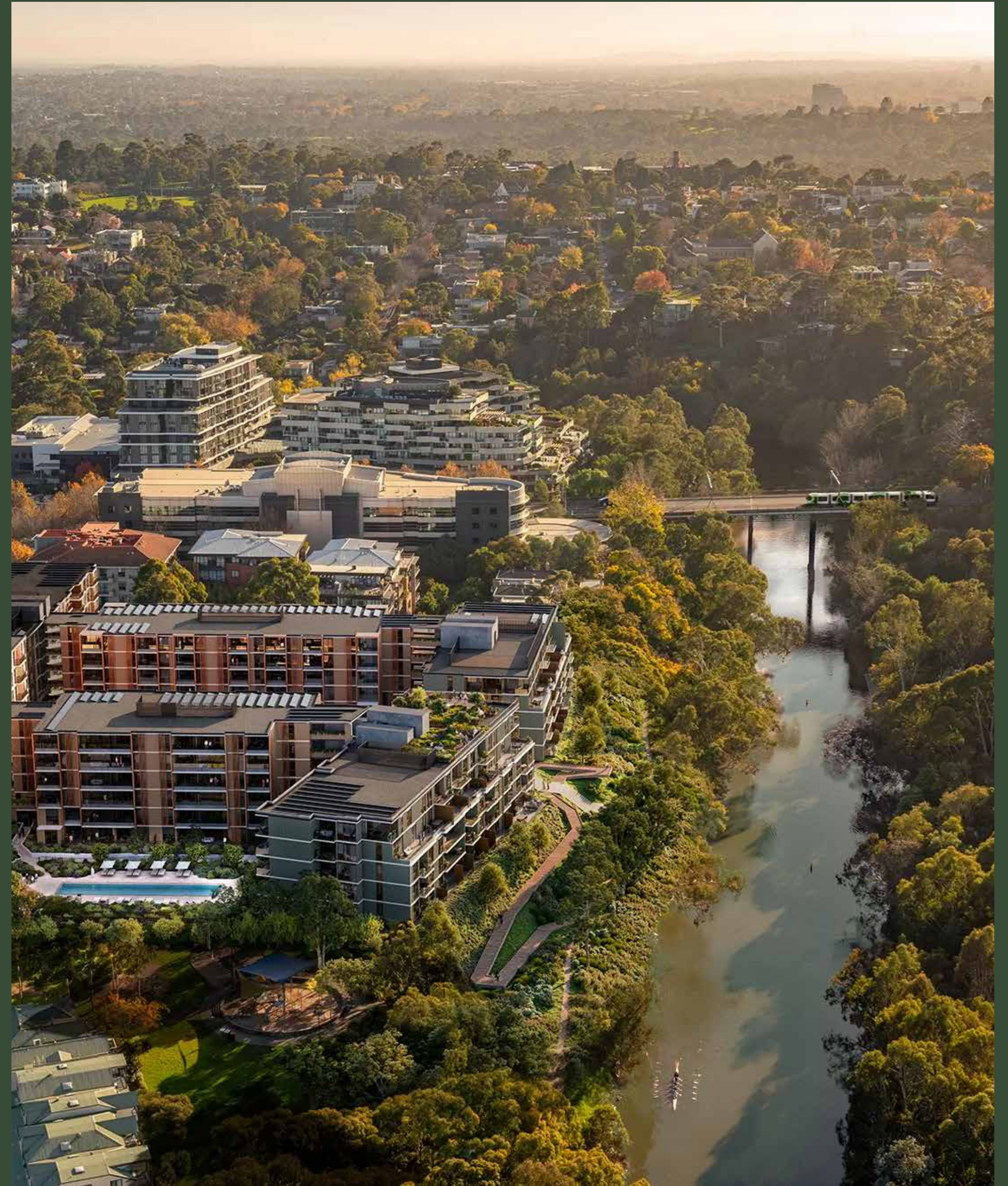


Secondary





# Environmental





# Environmental strategy overview

We are committed to future proofing our assets by mitigating risks and minimising impacts of a changing climate for all of our stakeholders.

Salta takes great pride in delivering projects of quality and recognise that in doing so, our commitment to sustainability is non-negotiable. For us, it’s about reducing our environmental footprint as much as possible, which we achieve through good building design and ensuring optimised efficiency practices across our operations.

**Climate action & resilience**

All new building designs undertake climate adaptation review and planning including minimum considerations in design standards. All existing buildings that haven’t undergone climate adaptation planning will be reviewed to identify any areas of climate adaptation risk.

Science Based Targets are being used to help us define a clear pathway towards reducing greenhouse gas emissions to align with what is required to meet the goals of the Paris Agreement of limiting global warming to below 2°C above pre-industrial levels.

**Electrification**

All new commercial, industrial and build to rent developments have been fully electric for base building requirements since 2019 and have on site solar PV matched to base building loads. In 2023, we rolled out 480kW of rooftop solar PV on existing commercial buildings bringing the total portfolio solar PV to over 1800kW (equivalent to 40,000 trees growing for 10 years).

Existing gas assets will be electrified as they reach end of economic life with on site solar PV increased to meet new base building loads where possible.

**Resource efficiency**

We strive to enhance the sustainable and efficient ways we use resources in new developments, with emissions reduction plans being put in place for all older buildings.



## Reducing energy

- All properties must meet our exacting standards on energy ratings, HVAC and lighting
- Since 2018 all commercial buildings over 4,000sqm have been designed to achieve 5 star NABERS.
- We monitor our existing buildings’ energy consumption closely and conduct energy audits



## Reducing water

- Water sensitive urban design is incorporated into all Salta projects based on local planning and ratings framework requirements
- Water efficient fixtures, as well as the use of rainwater harvesting and metering form part of the minimum requirements for all projects, regardless of any ratings being sought



## Reducing waste

- We focus on reducing waste and materials consumption on our projects and in our company offices to continually improve the percentage of waste diverted from landfill
- Training and engagement strategies with our tenants, cleaners, and contractors to improve our waste reduction
- Clear signage to promote recycling at our properties and encourage the wider community to reduce, reuse and recycle



## Healthy buildings

- All new buildings incorporate design features to improve occupant wellbeing guided by our Healthy Buildings policy with best practice guidelines on non-communicable diseases and occupant wellbeing, with existing buildings to be retrofitted as practicable
- Our building maintenance approach focuses on occupant wellbeing with measures such as green cleaning and preventative maintenance



# Asset Management

## A truly integrated model.

At Salta, we take a long-term view to manage our assets for future generations with a focus on building lasting relationships with our customers.

We firmly believe that our properties and the customers within our assets, are best serviced by the experience and expertise of our people.

This is why we have always operated a fully internalised and integrated asset, property and facilities management model. The Salta difference is that our people are best placed to live, breathe and service our properties for a more empowered and expert holistic experience for our customers.

We own the buildings we lease and manage, enabling Salta to be a genuine and collaborative business partner for our tenants, enabling us to deliver enduring value through our property solutions.

This includes providing assistance in finding alternative sites when tenants outgrow their current location or lease; or tailoring and developing properties to specific business needs.

As with all key building services and operating performance, we consult with existing and prospective customers when developing and refurbishing our properties and precincts to understand their ESG priorities and aspirations.

Our Asset Management teams work closely with our Development and Project Management teams to ensure seamless planning and handover into operations on project completion.

Salta’s property portfolio today comprises over 66 commercial, retail, and industrial assets at a combined Net Lettable Area (NLA) surpassing 600,000sqm.

### Facilities Management

Salta has a dedicated team of in-house Facilities Managers, landscape gardeners and tradesmen. By keeping these important customer facing services in-house, we can provide exceptional service and ensure our properties are maintained to the highest of standards at all times.



### Case study

## Green cleaning

In 2020, Salta’s Asset Management team partnered with Hunter Industrials to implement a green cleaning program across our portfolio. This program marked a new phase for Salta’s operational environmental practices with the use of more environmentally friendly cleaning chemicals and consumables such as FSC certified paper products and biodegradable garbage bags.

The core range of cleaning chemicals have been certified by Good Environmental Choice Australia for their low toxicity, no harmful polluting by-products and ready biodegradability. To reduce our carbon impact, we are also working on minimising deliveries to site with our supplier purchasing verified carbon offsets through Carbon Neutral to reduce our carbon emissions.

Most companies have no to limited influence over the products used on their sites as they leave this to the discretion of the contracting companies. Salta has taken full ownership by setting up a ‘Labour Only’ cleaning contract, whereby the contractor just provides labour and cleaning equipment. This has also produced a better outcome in relation to OH&S responsibilities, with Hunter Industrials taking full responsibility for set up and ongoing maintenance of Salta’s cleaners rooms including safe chemical dispensing systems, safe storage systems and up to date MSDSs.

As part of the program, cleaning staff are provided with a Green Cleaning Manual & Policy to provide training on the most environmentally beneficial cleaning methods. This allows our cleaners to choose the best chemical for the various tasks, which has greatly reduced the use of environmentally harmful chemicals.





# Landscaping excellence

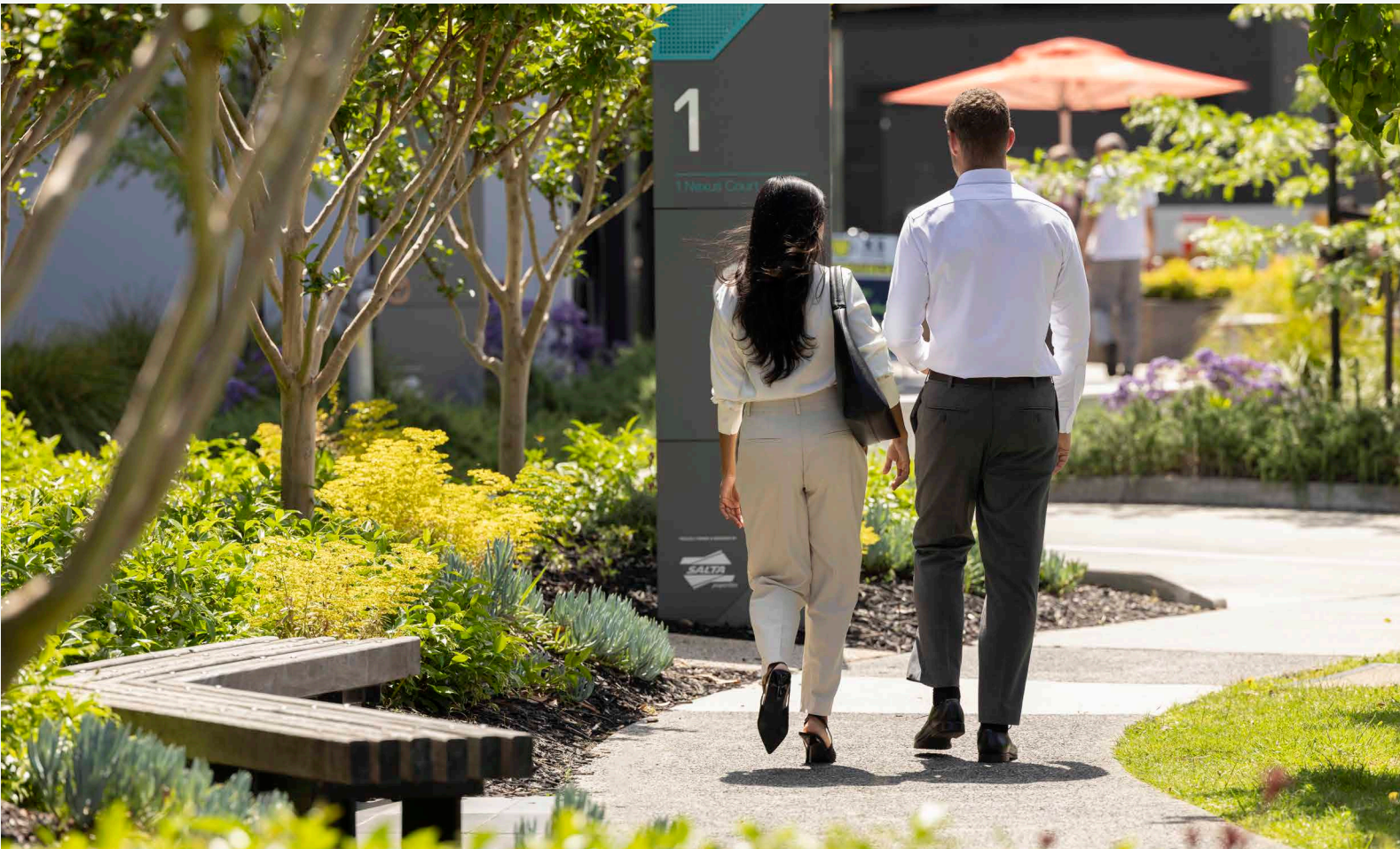
A hallmark of Salta is our investment in the presentation of our buildings, open spaces and landscaped environments.

We have a real passion for creating engaging green spaces for customers to enjoy and receive consistently strong feedback on how this improves their work day experience.

In particular, we create generous green spaces that extend the workplace and provide a welcoming place for the workplace community to relax and connect.

From generous lawns and greened terraces to extensive planting, our sites are renowned for their high-quality landscaping and expansive green space.

Our team of in-house gardeners are onsite to care for and maintain these areas to the highest standards. Sustainability considerations are at the forefront and we look to incorporate native, drought resistant and low water use planting wherever feasible. We also seek to respect and enhance biodiversity when planning new green spaces.





Case study

# Solar roll-out

In 2023, Salta completed a major solar rollout across 10 commercial buildings with a total of 480 kW of solar panels installed which are expected to generate over 580,000 kWh of electricity every year.

This investment is expected to avert over 615,000kg CO2-e of greenhouse gas per year. That's the equivalent of 12,300,000 black balloons of greenhouse gases not being released into the atmosphere every year, equivalent to 10,500 trees growing for 10 years.

In addition to the outstanding sustainability benefits, the power generated on-site will also provide the following benefits for our tenants:

- Securing a portion of long-term building outgoings costs shielding the impact of future energy market price rises
- Reducing each building’s demand on the electricity grid which will lower network costs and contribute to electricity grid stability
- The solar installed will have a positive impact on NABERS Energy ratings
- For tenants reporting their own greenhouse gas emissions, their proportion of greenhouse gas emissions from base building operations will reduce creating improvement in their own reporting

In September 2024, Salta signed a five-year contract with Smart Urban Properties Australia (SUPA) to provide embedded energy services combined with an innovative Solar Power Purchase Agreement (Solar PPA) across an additional five commercial properties, enhancing operational efficiency and sustainability for Salta’s commercial tenants.





# Preserving nature

Protecting and preserving nature is always highly considered in our approach.

From the outset of development planning, site selection and master planning, we consider the potential impact on natural ecosystems and seek to protect both the natural and cultural heritage of both the sites and its surrounds.

Across our portfolio, we ensure that nature and biodiversity are protected and enhanced through our activities.

For example, we seek to reduce the amount of potable water required for use at all Salta properties through the use of rainwater tanks. We also seek to reduce the amount of stormwater discharged from our sites so we don't present harm to the surrounding ecosystem.

At Salta, we acknowledge our impacts and dependencies on nature and have a Nature Roadmap currently under development which will follow a three step process:

- 01. Risk Assessment - understanding our current risk areas
- 02. Biodiversity and Nature Enhancement - acknowledging not all green space is equal
- 03. Supply chain/value chain risk and opportunity assessment





# Industrial

Salta’s origins and strong reputation were founded on delivering high quality industrial facilities.

The Salta name is proudly behind many of Melbourne’s pioneering industrial projects. Our strong heritage in logistics and construction helped shape the city’s evolving warehousing, manufacturing and transport industries, and is still ingrained in our DNA today.

Starting in 1971 with a single warehouse in Williamstown, Salta has since grown to a portfolio of 27 industrial properties, with a further 88 assets totalling over \$3 billion in the industrial development pipeline.

We apply our extensive experience in the industrial sector to our broader diversified project portfolio, including our revolutionary Inland Port project at Dandenong South and Altona.

We consider sustainability in our new development planning and operations. Industrial assets are typically under the operational control of the tenant, however we work with them to achieve more sustainable outcomes together.

For our new industrial developments, minimum standards include rainwater tanks for toilet flushing and irrigation, water efficient taps, EV chargers, PV and roof insulation to warehouses. In addition, efficient HVAC solutions are implemented for all integrated warehouse office spaces.

“Salta’s 5 Star Green Star Buildings certification is a fantastic milestone - not just for their industrial portfolio but for the broader shift towards sustainability in logistics. Industrial developments are a crucial part of Australia’s built environment, and it’s great to see Salta and Martin Brower leading by example with high-performing, sustainable facilities. This achievement demonstrates the power of good design and smart thinking in reducing environmental impact while delivering long-term value for businesses and communities.”

Davina Rooney

CEO, Green Building Council of Australia



## Case study

# Martin Brower

Salta recently completed a purpose designed and built industrial warehouse and distribution facility for Martin Brower ANZ, a leading supply chain solutions provider for restaurants around Australia, at our Nexus Dandenong South Industrial Precinct. Martin Brower occupies 9,500sqm of custom warehousing and 690sqm of office space on a 15-year lease term.

The project is Salta’s first 5-Star Green Star certified industrial development. Sustainability features include a 625kw solar array, a ‘cool’ office roof that reflects more than 75% of the sun’s heat, a 50,000 litre rainwater tank, low VOC paints, adhesives and sealants, end-of-trip facilities, electric vehicle charging stations and a thermally efficient building design.

This facility sets a new standard in sustainable logistics warehousing. Salta worked collaboratively with Martin Brower to craft a warehousing solution that responds perfectly to the needs of their business, people and customers with bespoke industrial requirements including chillers, blast freezers, loading docks and premium onsite offices.

“We are proud and excited to be expanding our footprint with the new facilities at Nexus Dandenong South. Salta really engaged with us from the start and have been a great partner to work with throughout all the stages of this development. Our purpose at Martin Brower is to create smart, sustainable supply chains and this new warehouse and office space will play a critical role in delivering on that commitment.”

Scott Hanigan

Managing Director ANZ, Martin Brower



Green Star

5 Star



Case study

# Dandenong South Inland Port

**Location** Dandenong South      **Sector** Logistics & Strategic Projects

## Remodelling freight to reach Net Zero

In a step that will transform the Industrial and Logistics sector in Victoria, Salta and the Victorian Government have signed an agreement to develop the Dandenong South Inland Port (DSIP).

The Victorian Government and Commonwealth Government has jointly invested \$28 million to connecting rail to Salta’s Inland Port site boundary as part of Government’s objective to retain Victoria’s status as the number one destination for containerised freight in Australia.

On completion, DSIP will be a 24 hour fully automated terminal and offer a safer working environment for users. During peak periods, the automated cranes will have capacity to handle both trains and trucks simultaneously. Trucks will have dedicated lanes for loading and unloading, and the use of Automated Rail Mounted Gantry Cranes (ARMGC) powered by electricity over diesel will reduce pollution.

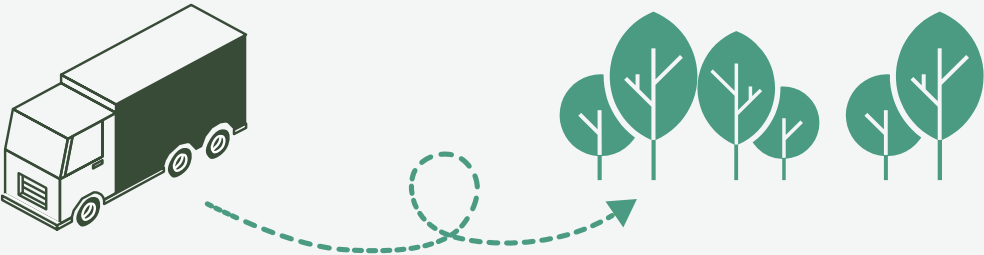
Another environmental benefit of the ARMGC is the use of a specialised power feedback system that allows the crane to generate its own power when lowering a container. This power is either redirected to assist other cranes that are performing a lift or is fed back into the grid. ARMGC also produce a smaller carbon footprint when compared to the diesel powered equivalent.

This project will add significant value to the supply chain for Salta customers and also the entire industrial sector, state and national economy with the terminal accessible to all users. It will unlock new supply chain options that reduce travel distances for containerised freight, saving time, costs and accelerating delivery to customers.



### Key ESG benefits

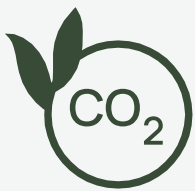
- One return train trip removes 56 trucks from Melbourne’s roads
- Transporting 5000 TEU containers by rail could save 200-270t of CO<sub>2</sub>e
- Equivalent to the carbon sequestered by 27-37ha of native forest



### Adding value to the supply chain sustainably

**50,000**  
truck journeys removed from Melbourne’s roads annually

**737,600L**  
fuel saved annually



Container transport carbon savings



Reduced congestion, air pollution and noise



Consolidated collection and return of containers



Facilitating export use for customers



Reconfiguring supply chain complexity



Exploring options for green hydrogen for future locomotives



# Commercial

## A multi-decade track record in commercial development.

Our commercial division has grown today into a quality portfolio of future-focused office properties and precincts. Developed in-house and leased and managed personally by our team, we are proud of the long-standing trusted relationships we have built with our business customers.

### A shift to electrification

All new commercial developments at Salta are fully electric, such as 631 Springvale Road within our Nexus Mulgrave precinct and Industry Lanes. The electrification of our existing assets has an important role to play in contributing to enhanced environmental performance and our de-carbonisation journey.

Electrification is the new frontier for a cleaner more sustainable built environment. Shifting from gas is a better way towards decarbonisation, as gas currently represents almost 30% of building energy consumption in Australia; eliminating it from our buildings will therefore make a big difference.

However, it is not without its challenges as retro-fitting buildings to support all electric supply takes time and significant investment to scale up both the electricity provision and plant capacity. We are currently investigating upgrades at a number of our existing commercial properties and are on the journey to all-electric buildings for existing commercial developments.

### Commercial ESG targets



### Case study

## Industry Lanes

Featuring the latest design and ESG features, Industry Lanes brings a landmark precinct to Melbourne’s ‘Silicon Yarra’ in Richmond.

Location	Sector
Richmond	Commercial

Industry Lanes is a highly innovative office, retail and education development where smart design, energy efficiency and flexible services have delivered a future-focused sustainable precinct.

This precinct-scale mixed-use development comprises three buildings connected via permeable laneways and a landscaped, publicly accessible courtyard. The use of space has been optimised to suit the cultural, social and economic demographic of the area. In total, the development offers 18,000m2 of A-grade space comprising flexible, adaptable commercial tenancies, ground floor retail and a childcare centre featuring a unique rooftop area.

An all-electric solution for all building services, aside from a small amount of gas for the retail area, was adopted for all three buildings. During construction, more than 90% of waste was diverted from landfill. Designed to integrate sensitively with the surrounding streetscape, while making a mark on the urban context, was achieved through a brick and steel envelope that nods to its former factory heritage.

Sustainable materials selection and procurement was also a priority with FSC-certified timber, responsible steel, green concrete, and adaptive materials reuse from the former brick warehouse onsite.

A ‘trees first’ approach ensured we optimised opportunities for greening, recognising the value for urban heat island mitigation and occupant wellbeing. In addition, this reflected aesthetic synergies with

Green Star	NABERS Energy	Fitwel
5 Star	5 Star target	1 Star

the inner-urban suburb’s streetscape and park areas, including the Yarra River corridor nearby.

The site design maximises the value of connectivity for low-carbon mobility, improving connections from building entries to nearby train and tram stops. The combination of Green Star approach and Fitwel has been delivered at scale, and a substantial end-of trip facility comprising 490sqm of space for cyclists and pedestrians including all-gender amenities and secure cycle parking designed to promote active travel.

Industry Lanes was recognised as a Finalist in the 2024 Property Council of Australia Innovation & Excellence awards for Sustainable Development, Office Development of the Year and Mixed Use Development of the Year.



# Business precincts

Salta has pioneered some of Melbourne’s largest and best known business precincts.

Premium masterplanning

Our continuous investment into infrastructure upgrades and amenities, as well as new building developments continues to attract and retain customers to the Salta portfolio.

Salta proudly develops and manages some of Melbourne’s and Australia’s best business precincts, sought after by a variety of leading tenants. Our precincts feature a diverse mix of buildings, architecturally designed to provide a striking yet aesthetically pleasing precinct design.

Amenity rich

As an industry leader in this sector, our precincts feature an array of high quality amenities with a focus on wellbeing. This includes extensive quality landscaping and green spaces to relax, exercise, connect and inspire for a more productive and satisfying work day.

Flexible solutions

Offering both pre-lease and speculative design solutions, we custom-design buildings to reflect the needs and desires of our tenants.

We make it our business to understand our customer’s day-to-day operations and future growth plans so that we can provide the optimal property solution to support their business success.

## Sustainability at scale

Salta is proud to be a leader in providing sustainable precincts and workplaces, with Nexus Mulgrave being home to the largest concentration of Green Star certified buildings in a suburban commercial business precinct within Victoria – all part of our vision of creating places with purpose.



ASIA PACIFIC  
PROPERTY  
AWARDS  
in association with  
*American  
Standard*  
2025-2026

BEST OFFICE  
DEVELOPMENT AUSTRALIA  
2025-2026  
ASIA PACIFIC  
PROPERTY AWARDS

Case study

## Nexus Mulgrave

As part of our sustainability-focused Nexus Mulgrave business precinct, 631 Springvale Road in Mulgrave is a first-class, five level office building designed for a net zero future. It features optimised energy-efficiency, all-electric building services and a 96 kW PV solar array. It has achieved 5 Star Green Star Design & As Built v.1.2 rating and a 1 star Fitwel for Buildings, Multi-Tenant Base Building v2.0, the first in Australia.

Working with sustainability consultants, Cundall, who provided holistic advisory services, we achieved the Green Star and Fitwel certification requirements through an integrated, human-centred approach incorporating active design, inclusivity features and net zero-ready building systems.

Achieving both the Green Star and the Fitwel rating reflects Salta’s genuine commitment to achieving exceptional outcomes in relation to both environmental performance and the wellbeing of people and communities.


Measures implemented for Fitwel included encouraging stairwell use, providing a comfortable lactation room, substantial bicycle parking and a bike repair facility. Nexus features an array of amenities to support healthy lifestyles including a running track, outdoor and indoor gym and rooftop sports courts.

The sustainability approach maximised the value of every part of the building including the roof which incorporates solar PV on a gantry over rooftop plant, and a multi-purpose sporting court which is one of the wellness features for workers.

All plant and building facilities are electric including the 3-pipe Variable Refrigerant Flow (VRF) air conditioning system and hot water, positioning the property to be 100% powered by renewable energy. 20 EV chargers have been installed with cabling for another 100 chargers in place.


Green Star

5 Star



Nabers Energy

4.5 Star



Fitwel

1 Star





Case study

# 600 & 678 Victoria Street

Optimising assets for today and tomorrow.

**Location**  
Richmond

**Sector**  
Commercial

Planned lifecycle upgrades triggered a decision to replace chillers and offset gas-powered boiler systems with heat pump systems at two of our multi-tenanted A-Grade commercial assets at 600 and 678 Victoria Street in Richmond. The projects have also been valuable in demonstrating how retained assets and infrastructure will need to be managed and upgraded in the future to meet a range of goals, including optimal building performance.

These projects have significantly minimised the dependency on gas through heat pump technology, however boilers are not decommissioned until the end of their economic life as they are being used to increase the water temperature produced by the heat pumps so the existing pipework can be retained.

Within three years, the boilers will be decommissioned at both sites and switched to electric calorifers which will provide a high temperature injection to help the peak load system reach the required final temperature.

Additional buffer tanks were required for both upgrade projects meaning that plant room space needed to be found and structural support added. Despite the challenges, upgrading the systems to electric represents a significant step towards achieving net zero operations for the buildings.

The new system provides significant storage of both hot and cold water which helps avoid the impacts of peak demand periods. It also helps to enable the installation of photovoltaic systems that will be added to the buildings over the coming years to buffer future energy demands.

<b>NABERS Energy</b>	<b>NABERS Energy</b>
<b>4 Star</b>	<b>4.5 Star</b>
600 Victoria	678 Victoria





# Residential

Salta has built a strong reputation for the superior quality and enduring value of our residential apartment projects and operations.

From masterplanned precincts to townhouses and apartments, we proudly develop residential properties that feel like home and create communities now and into the future.

Whether we Build to Sell (BTS) or Build to Rent (BTR), we develop carefully considered places that last for generations based on our deep understanding of our customers and market drivers.

At Salta, we pride ourselves on creating quality environments with the wellness of communities and future generations in mind.

Considered architectural design integrates with the surrounding nature and urban context to create a serene environment embedded into vibrant locations. Residents enjoy generous amenities such as gardens, movie theatres, libraries, heated pools, gyms, art galleries and yoga studios.





# Build-to-Rent

Salta’s residential portfolio includes one of Australia’s largest BTR development pipelines.

Located in highly desirable neighbourhoods including Fitzroy North, Docklands, and Richmond, Salta’s \$2 billion+ pipeline comprises over 2,500 apartments and provides significant scale to develop and leverage further our established Built-to-Rent platform of tailored residential apartments and services.

To meet the strong demand for quality rental properties and the opportunity to leverage our core capabilities in the residential sector, in 2024 Salta created a new BTR division Est. to provide superior resident experiences and technology-enabled service delivery.

Est. embodies a new style of renting for people who want the most from life. It’s a proudly resident-focused brand born from Salta’s warm family values and focused on delivering a superior renting experience.

We create beautifully designed, sustainability-built apartments to rent in vibrant locations. Places that integrate and connect with the community and culture. Buildings filled with personality, as well as premium amenities and support services to make life easier for residents.

Thoughtful solutions of the highest quality blend with exceptional amenity and services delivered via our in-house team. The Est. end-to-end management platform features dedicated on-site teams, friendly hosts and a state-of-the-art resident experience app to help residents live their best lives.

## EST.

“We saw an opportunity to elevate the rental experience with high-quality, highly contextual apartment designs and curated services that reflect the lifestyle experiences many renters are seeking while playing our part in addressing Melbourne’s housing challenge.

With Est. we are reimagining the future of renting as a long-term lifestyle choice, rather than the traditional view of it being a transient form of occupancy.”

**Sam Tarascio**  
Managing Director  
Salta







# BTR sustainability strategy

Our BTR division Est. is focused on achieving the following resident-focused benefits:

- High quality homes, shared spaces and amenities that promote both human and environmental wellbeing
- Independently verified sustainability certifications and outcomes
- Superior standards for building performance, environmental comfort and reduced utility costs
- Improved indoor environment quality via the use of low-emission materials
- Biophilic design providing increased health and well-being outcomes

## BTR sustainability standards

At Salta, our BTR projects are designed and aligned to achieve sustainability leadership with verifiable ESG outcomes. Our current BTR pipeline in Melbourne totals over 2,500 apartments for which we have set market-leading sustainability targets:



5 Star Green Star Certification



Minimum 7 Star NatHERS Rating



1 Star Fitwel Certification



Climate Active Carbon Neutral (Base Building)



5 Star NABERS Energy (Base Building)



100% Renewable Electricity (No Gas)

An example of where we exceed the market is targeting each individual apartment’s NatHERS rating to be a minimum of 7 stars rather than focusing on the average of apartments which is the more typical approach by the rest of the sector. By choosing to set a more rigorous standard per apartment, this ensures all customers have good thermal performance and keeps Salta’s standard 1 star above the minimum NCC requirement.





Case study		
25 River Boulevard		
Location	Sector	Status
Richmond	Build-to-Rent	Under Construction

Uniquely located alongside the tranquil banks of the Yarra River, linking to the eastern edge of the Victoria Gardens Precinct, 25 River Boulevard will offer an abundance of the highest quality onsite amenity in addition to having retail convenience on its doorstep.

The flagship development in Salta’s extensive build-to-rent pipeline reflects our commitment to creating vibrant, amenity-rich communities with unrivalled design. 473 apartments featuring a diverse mix of studio, one bedroom and two bedroom apartments together with 200 onsite car spaces and 500 bicycle parking spaces designed and delivered exclusively for residents.

The development aligns with Salta’s strong commitment to sustainability, providing residents with homes that have been designed with health and wellbeing in mind. The project will be powered by 100% renewable electricity with zero gas and is targeting a 5 Star Green Star Buildings certified rating and 1 Star Fitwel rating.

The thoughtfully designed architecture by award-winning, Bates Smart, weaves an urban resort-like splendour into the development’s natural river sanctuary, creating luxurious comforts that are sympathetic to its natural surrounds.

The porte cochere entry plaza creates a sense of arrival for residents and visitors and provides direct connectivity to the Yarra River corridor. Residents will enjoy premium shared spaces including private dining rooms, co-working spaces, pool, gym, a wellness centre which includes a spa and sauna. More than 6,000sqm, or over a third of the completed site, will be dedicated to landscaped communal open space.

Green Star	NatHERS	NABERS Energy
5 Star	7 Star	5 Star
Target	Minimum	Target
Fitwel	Electricity	Gas
1 Star	100%	Zero
Target	Renewable	



Case study

# Victoria Gardens precinct transformation

**Location**  
Richmond

**Sector**  
Mixed-use

On the prime corner of Victoria and Burnley Streets, Richmond, Victoria Gardens Shopping Centre is one of inner Melbourne’s most sought-after retail destinations.

Featuring major retail anchors and 75 specialty stores including Coles, Kmart and Freedom, Victoria Gardens is also home to a flagship IKEA store as well as lifestyle brands including Fitness First and Hoyts, offering a complete suite of retail services.

Salta owns a 50 per cent stake in the shopping centre, sharing ownership with major retail owner and manager, the ASX-listed Vicinity Centres Group.

Together, we are working on a major mixed use redevelopment upgrade to create Richmond and inner-Melbourne’s premier retail, residential, lifestyle and entertainment destination. The project has a strong focus on sustainability, including Net Zero carbon emissions for all residential common areas and back of house services.

**Status**  
Future Development

This is achieved through a combination of design, on and off-site renewable energy sources and carbon offsetting, as well as prioritising active transport options such as walking and cycling.

Community liveability, customer experience and bringing to life the precinct’s heritage are at the core of our development plans. Upon completion, this new sustainable urban village will provide:

- Residential buildings with over 800 new homes in addition to Salta’s flagship BTR development at 25 River Boulevard
- Close to 10,000 square metres (or 1 ha) of new publicly accessible open space linked to the Yarra
- New retail and commercial space, including a new fresh food market hall
- 680 construction jobs annually, and more than 3,300 ongoing local jobs at the precinct



**Green Star**  
**5 Star**  
Target

**NABERS Energy**  
**5 Star**  
Target

**Fitwel**  
**1 Star**  
Target

**NatHERS**  
**7 Star**  
Minimum

**Gas**  
**Zero**

**Electricity**  
**100%**  
**Renewable**

Creating a sustainable mixed-use urban village in the heart of Melbourne.





# Social





# Social

Our social sustainability approach is centred around providing the optimal environments for our people, customers and communities.

Our actions and values are based on a deep foundation of understanding and respect. By encouraging and celebrating wellbeing, inclusivity and diversity in everything we do, we create a safe and welcoming environment for everybody in our business and beyond.

## Our people Culture

We are proud of what we have achieved so far as a multi-generational family business. Creating a welcoming culture where everyone feels at home is fundamental to our approach.

We know the best results are achieved by teamwork. As a multi-faceted business, we rely on the expertise of many minds. By working collaboratively, we can leverage the expertise of our people to promote a vibrant culture that we all want to be a part of.

## Diversity & Inclusion

Salta is committed to diversity and inclusion. We have completed our first Workplace Gender Equality (WGEA) report and are currently benchmarking the findings against the property industry to identify ways we can further work towards equality and attract and retain a diverse talent pool.

## Health & Wellbeing

Supporting the health and wellbeing of our people is a priority at Salta and was a key driver for creating our new workplace.

We have in place an annual Health & Wellbeing Action Plan which outlines our goals, objectives and strategies to achieve the aims of our Health and Wellbeing Policy. Actions include fortnightly yoga and strength classes, weekly corporate massages, step challenges, health and wellbeing seminars, team building challenges and more.



SALTA ESG CREDENTIALS





Case study

# Salta Head Office transformation

The vision for Salta’s head office was to achieve a dynamic environment that fosters connection and inspires our team, clients and visitors.

**Location**  
Melbourne CBD

**Sector**  
Commercial

Creating a future-ready workspace together

The Salta Head Office team came together to reimagine the ideal workplace for our relocation at 35 Collins Street. With the existing lease coming to an end and the significant evolution of the company over the past decade in particular, we seized on the opportunity to invest further in our people and culture to create a transformative workplace that would fully reflect our values and progressive mindset, and further unite our teams.

The vision for the project was to achieve a dynamic environment that fosters connection and inspires our team, clients and visitors. The new office needed to be a cohesive and connected environment that would create a home away from home, enhance collaboration within and between teams, and reflect our professional yet relaxed family-like culture.

Almost two years of planning went into creating a new style of workplace that could achieve all these outcomes. From open plan layouts, best practice ergonomics and advanced technology to create a uniquely connected workplace, an impressive Lounge experience, collaboration zones and removing private offices for senior executives.

The new office facilitated the move away from a fixed desk environment to more agile and collaborative ways of working within a highly functional and open work environment. The full floor offers the same space but with significantly increased collaboration zones and added a variety of work, meeting and social locations. Quiet zones have been provided along with focused and standard desks, phone booths for calls and informal break out areas.

Salta’s internal Project Management team led the project with a multi-disciplinary team of design and services consultants. Frequent communication and a considered approach to Change Management were key to success.

This included the Leadership team advocating for changes and appointing change leaders across the business to make key decisions on the way we would work in the new office and provide training and support to their teams.

The new head office has been a resounding success with both internal and external stakeholders. Critically, employee engagement is now at an all-time high with responses to employee surveys and anecdotal feedback overwhelmingly positive on the move. The number of people in the office has also improved significantly with approximately 70% occupancy at any one time.

Key results include:

- Improved collaboration through more agile working and greater diversity of work areas
- Enhanced working environment through equitable workstations all having access to natural light and breathtaking views
- Sustainable design principles and best practice IEQ measures were incorporated throughout such as an abundance of greening including a green wall
- Improved social engagement through a 50% larger social hub known as The Lounge with direct connection to the front of house welcome area and reception
- Smart building technology that is easy to use and functional

The new head office for Salta has been so successful it is serving as an industry benchmark for workplace design. The intricate level of fit out design detail is a test case for the exceptional quality standards Salta applies across our \$3.5bn property portfolio.

Green Star

5 Star

75%

feel strongly that the new office supports their wellbeing

75%

feel a greater sense of community and connection



SALTA HEAD OFFICE, MELBOURNE CBD

“The process of designing our new workspace has been a transformative experience for Salta. Our vision for a premium workspace that seamlessly blends aesthetics with functionality has been brought to life. The result is a dynamic environment that has become a catalyst for a thriving culture that fosters team engagement, productivity, and a sense of value and belonging among our employees.”



Emma Woodhouse  
Chief Operating Officer  
Salta





# Healthy buildings

Australians spend 90% or more of their time indoors so healthy buildings matter.

A direct line can be drawn between how and where a person spends their time and individual health outcomes.

The quality, amenities and design of built environments are an important factor in wellbeing. Salta's Healthy Buildings Policy acknowledges the importance of building design on occupant health and wellbeing and provides guidelines and guidance on the minimum considerations for all our developments and upgrades to existing buildings. This includes minimum requirements relating to clean air, light and sound, encouraging movement, amenity and comfort.

## Case study

### Fitwel ratings

In line with our commitment to delivering healthy buildings, Salta is pursuing Fitwel certifications - the world's leading certification system for building health - for our core properties and new developments.

Generated by expert analysis of 7,000+ academic research studies, Fitwel provides tailored scorecards and data-driven ESG reporting for existing and new buildings and sites to optimise healthy building outcomes - whether it's a single floor, an individual building or a large-scale development.

For example, 631 Springvale Road - our future-forward and all-electric new development at Nexus in Mulgrave - is Australia's first Multi-Tenant Base Building to achieve Fitwel certification.





# Active lifestyles

A unique feature within our larger properties is the inclusion of world-class lifestyle amenities.

Our carefully considered amenities are designed to support healthy, active lifestyles and provide time poor customers with access to complimentary fitness spaces.

For example, at Nexus Mulgrave business precinct we have a 1,400m outdoor running track, roof-top sports courts and fully fitted out entertaining spaces and sun deck areas.





# Investing in communities

Creating places where our communities can connect and thrive.

Fostering positive communities has long been a fundamental ethos at Salta. We have a dedicated Community Manager who works closely with our Asset Management and Marketing teams to develop and implement Tenant Engagement strategies across our property portfolios.

This commitment to creating thriving communities is also demonstrated by the inclusion of communal indoor and outdoor spaces, green spaces and exercise facilities at our commercial and industrial business precincts.

Salta’s Build-to-Rent division Est. has a major focus on establishing communities with the provision of indoor and outdoor communal spaces and on-site resident experience managers dedicated to supporting and connecting the resident community.

We host community events to connect customers and provide virtual connectivity to the sites’ amenities, services and occupants with innovative technologies. For example, we implemented the community app tool ‘Equiem’ within Nexus Mulgrave - the first suburban business precinct in the world to do so.





Case study

# Walmer Plaza

In 2024, Salta and joint venture partner Victor Smorgon Group reached a significant milestone with the opening of Walmer Plaza – part of a three decade-long commitment to creating a revitalised, vibrant and connected community in the inner-city neighbourhoods of Richmond and Abbotsford.

The event marked the completion of Walmer Plaza and the official reopening of the Walmer Street Bridge, which together are key public realm contributions and deliver a significant piece of civic infrastructure for the wider 17ha Victoria Gardens precinct.

The delivery of Walmer Plaza and the southern section of the Walmer Street Bridge now seamlessly connects the vibrancy of Victoria Street and tranquillity of the Yarra River corridor, creating a new place where residents, pedestrians, cyclists and the wider community can meet, interact and enjoy.

Salta and Victor Smorgon Group’s \$5 million investment in the renewed plaza and land bridge include a new extended switchback to improve traffic flow and a sturdier base that offers safer and wider access to the thousands of pedestrians and cyclists that pass through the area.

The project was delivered with building contractor Minicon, who managed the construction safely while ensuring a high-quality outcome for Salta, Victor Smorgon Group and the local community.

“This space is more than just a plaza; it’s a place for community connection and engagement, and a symbol of our long-term commitment to delivering urban revitalisation and placemaking in the area.”

**Sam Tarascio**  
Managing Director  
Salta

Walmer Plaza features an array of retail and hospitality options for local residents and visitors, with French inspired café Bon Matin creating a warm and welcoming experience that features outdoor terrace seating overlooking the Yarra River.

Importantly, the reopening of the Walmer Street Bridge and southern landing provides a vital access point across the Yarra River and reconnects the City of Yarra with the City of Boorandara.

The event was also celebrated with a traditional Yidaki performance and Acknowledgement of Country by First Nations performer and Gamillaroi man Ben Moodie.

“While the bridge is important historically, it will be even more important as inner Melbourne densifies and our old industrial neighbourhoods are adapted to housing. We appreciate the opportunity Salta gave us to contribute to the design of this precinct. Salta was open to feedback and it was a productive experience working through a number of iterations of the design to get to the splendid result we see today.”

**James Garriock**  
President  
Bicycle Network





# Giving back

## Volunteering and supporting the community is close to our hearts.

### In-kind volunteering

At Salta, we have an active volunteering program where our team give back to causes and community groups through volunteering events and fundraising.

By providing our time and skills, we not only contribute to important community building efforts, but these activities also provide opportunities to work closely together and bond as a team outside of the workplace.

### Social enterprise partnerships

At one of our recent projects, Fitzroy & Co. in Fitzroy North, we sought out a selection of social enterprises partners. These premium boutique residential apartments are Salta’s first BTR development under Est., our new BTR division. Est. fuses socially and environmentally conscious living under one roof in line with our customers’ convictions.

The team sourced and engaged local sustainable suppliers to provide additional integrated services to residents to help make setting up their new homes easier while at the same time giving back to the community. Social enterprise partners include Upparel who provide recycled textiles for furnishings and GoKindly, a bedding provider that donates 50% of profits to women and children experiencing housing distress.

### Case study

## Feeding those in need

Delivering social value through community partnerships is an important part of what we do at Salta.

In 2024, people from across the business came together to volunteer their time to support FareShare, a charity which has been cooking free, nutritious meals for people doing it tough since 2001.

Each year, FareShare transform rescued, donated and their own homegrown food into millions of delicious meals. These meals feed dignity and wellbeing for Australians experiencing hardship.

We’re proud that our people could play a small role in supporting this important cause by preparing over 750 meals for people in need. Salta is continuing to support FareShare and Clean up Australia in 2025 with another volunteering day, and has plans to support the organisation ongoing.



### Case study

## Cleaning up Australia

As part of our commitment to preserving nature and maintaining our environments, Salta team members dedicated time to giving back.

In partnership with not-for-profit organisation Clean Up Australia, our team came together last year to collect an impressive 21 bags of rubbish from the banks of the Dandenong Creek, helping to keep plastic and litter from flowing into Port Phillip Bay and protecting local wildlife.

Clean Up Australia inspires communities to come together to improve our environment, eliminate litter, and reduce waste.



### Case study

## Cycling for a good cause

The Salta team successfully completed the Property Industry Foundation’s (PIF) Tour de PIF cycling event.

For a number of years, Salta has participated in this significant annual event was more than just a display of our cycling abilities; it was a heartfelt commitment to a cause that resonates with all of us. PIF’s dedication to aiding homeless youth is not only commendable but also a source of inspiration for our team. We were honoured to have been a part of such a meaningful initiative.





Case study

Public art at scale

One of the largest pieces of public art in the City of Yarra has been unveiled at Fitzroy & Co, Salta’s first project in the BTR sector.

As part of our BTR vision to create meaningful homes tailored to the local market, the Salta team developed a comprehensive art strategy featuring 15 local artists to adorn the interiors and exteriors at our first BTR project in Fitzroy North. This included the commission of a massive 376 square metre mural spanning 14 storeys by renowned by local Mixed-Cultural First Nations artist Lisa Waup.

The brief for this impressive piece was to create an artwork that tells the story of the area’s natural beauty, with Merri Creek and its abundant wildlife, the strong sense of community within the neighbourhood and the proud history of its First Nations people.

Painted on two sides of the building and visible to neighbouring suburbs in Melbourne’s inner-north, the mural has been conceived to communicate connection and is a striking monochromatic piece featuring Waup’s distinctive line work. Titled ‘Convergence’, the artwork celebrates First Nations storytelling while capturing the spirit and character of Fitzroy North, highlighting the building’s connection with its residents, the local community, and the area’s history.

Waup, who has exhibited in numerous national and international exhibitions and is of Gunditjmara, Torres Strait and Italian background, said the mural celebrates the relationships between people, Country and community.

There has already been an overwhelmingly positive reaction from residents, visitors and the wider community who have noticed the mural. Riders along the Merri Creek, artists and members of the public have even contacted the artist directly, excited to find out more about the project.

Our Est. business is embracing public artwork not only as part of our Group commitment to delivering beautifully designed places with unique identities but also to forge long-term relationships with residents and local communities.

“It was really important as part of this work to understand where the building lies and the space around it, and the artwork can act as a conduit to connect the natural to the urban. Convergence really embodies the idea of community, of coming together and thinking of Fitzroy & Co. as a residential place that has a gathering of people from all over.

It’s the first time I have been able to translate one of my works on paper to a mural of this scale, so it’s been amazing to get that reaction and it’s exciting to think this will be in the community for many years to come”.

NatHERS  
7 Star



Lisa Waup  
Mixed-Cultural and  
First Nations Artist



CONVERGENCE, LISA WAUP



TRIPTYCH 003, FORMA(EA)



BEFORE, PETER HOOD



BURGER KINGS, THE HUXLEYS



# First Nations engagement

We are committed to pursuing genuine and lasting partnerships with First Peoples.

Our focus is to discover and understand First Nations culture, and the many diverse connections to Country, where our projects are situated.

**Acknowledgement**

This starts with expressing our acknowledgement to all Aboriginal and Torres Strait Islander communities and their rich culture, and paying respect to their Elders past and present at our events.

**Cultural understanding**

Our journey to understand how we can have meaningful engagement with Australia’s cultural heritage starts with our people. We have recently commenced Cultural Conversations training for our Senior Leadership Team and ESG Committee.

We are focused on deepening our engagement and understanding as individuals and as a business with the following next steps in planning:

- Holding events throughout the year including Sorry Day and NAIDOC Week to provide recognition and increase awareness and understanding for our people and tenants
- Continued First Nations engagement on our major projects including walking on Country to gain a deeper understanding of the history and importance of the land we develop.

**Designing with Country**

We have been exploring opportunities to incorporate Traditional Owners input and culturally responsive design into our new developments. For example, commissioning Indigenous designers to create significant artworks for new developments, such as Fitzroy & Co. in Fitzroy North.



SMOKING CEREMONY, NEXUS DANDENONG SOUTH INDUSTRIAL PRECINCT

Case study

## NAIDOC week at Nexus

In 2024, Salta supported the NAIDOC week celebrations with events and activations run at select properties in the first week of July to celebrate and recognise the rich history, culture, and achievements of Aboriginal and Torres Strait Islander peoples.

The theme for 2024 was “Keep the Fire Burning! Blak, Loud and Proud,” promoting the enduring strength and vitality of First Nations culture. It calls for the reclamation of narratives, amplification of voices, and a commitment to justice and equality, inviting all Australians to engage in meaningful dialogue and respect Indigenous wisdom and contributions.

The Salta team held a Wayapa Wuurkk Connection to Country Meditation session led by Jaquara Egan that highlighted the 14 Wayapa Elements and the Wayapa process of reconnecting and fostering the intergenerational relationship with respecting the Earth.

Rounding out the week Bristol Myers Squibb and Nexus Corporate worked together to host a Boomerang Painting Workshop. Our First Nations facilitator began the session by sharing her family’s roots in Queensland and traditional tools used as hunters and gatherers. We were treated to the history of the boomerang and its journey to the shape we know now, and the creation of a traditional coolamon and its many uses, including as a vessel to carry newborn babies or a tray for paints.





Case study

# Designing with Country

At our major mixed use precinct Victoria Gardens in Richmond, we conducted a comprehensive Designing with Country process in collaboration with Greenaway Architects and Greenshoot Consulting.

A context mapping exercise was undertaken to understand the location of this project relative to pre and post-colonial sites of connection to First Peoples, within proximity to the Victoria Gardens project site.

The key objectives were to understand the proximity of the project site to known sites of connection, understand the colonisation impact on the built and natural environment and inform design teams to consider what excellence in culturally responsive design might look like.

Our engagement approach aligns principally with the International Indigenous Design Charter to support excellence in culturally responsive engagement and design.

We are committed to working with First Peoples stakeholders, Traditional Custodians and Knowledge holders to co-design and approve opportunities to celebrate and amplify culture through design.

This process incorporates Caring for Country principles including:

Cultural sustainability

Preservation of the cultural heritage, values and traditions of First Nations communities, fostering a sense of identity and resilience.

Economic sustainability

Responsible management of resources and finances to promote long-term prosperity, balancing economic growth with social and environmental considerations to ensure stable and resilient economic systems for First Peoples communities and businesses

Design equity

A commitment to co-designing inclusive and accessible environments that cater to diverse needs and backgrounds, creating an environment where every individual has equitable access and opportunity.

Environmental sustainability

Stewardship of natural resources and ecosystems, with the aim to mitigate negative environmental impact, conserve biodiversity, and ensure the well-being of the planet for present and future generations.



First Nations engagement

- Building design and public realm to reflect storytelling and First Peoples history
- Draw on the extensive history and cultural significance of the site and the importance of the Birrarung to Wurundjeri



First Peoples led design

- Spaces to showcase First Peoples art in internal and external areas
- Opportunities for sculptural art to be explored across the precinct
- Art to celebrate connection to Country



Landscape & environmental design

- Landscape and public realm improvement e.g. Birrarung walking trail
- Integration of digital resources into the landscape, creating pedagogical learning
- Focus on planting resilient native species
- Removal and remediation of contaminated soils



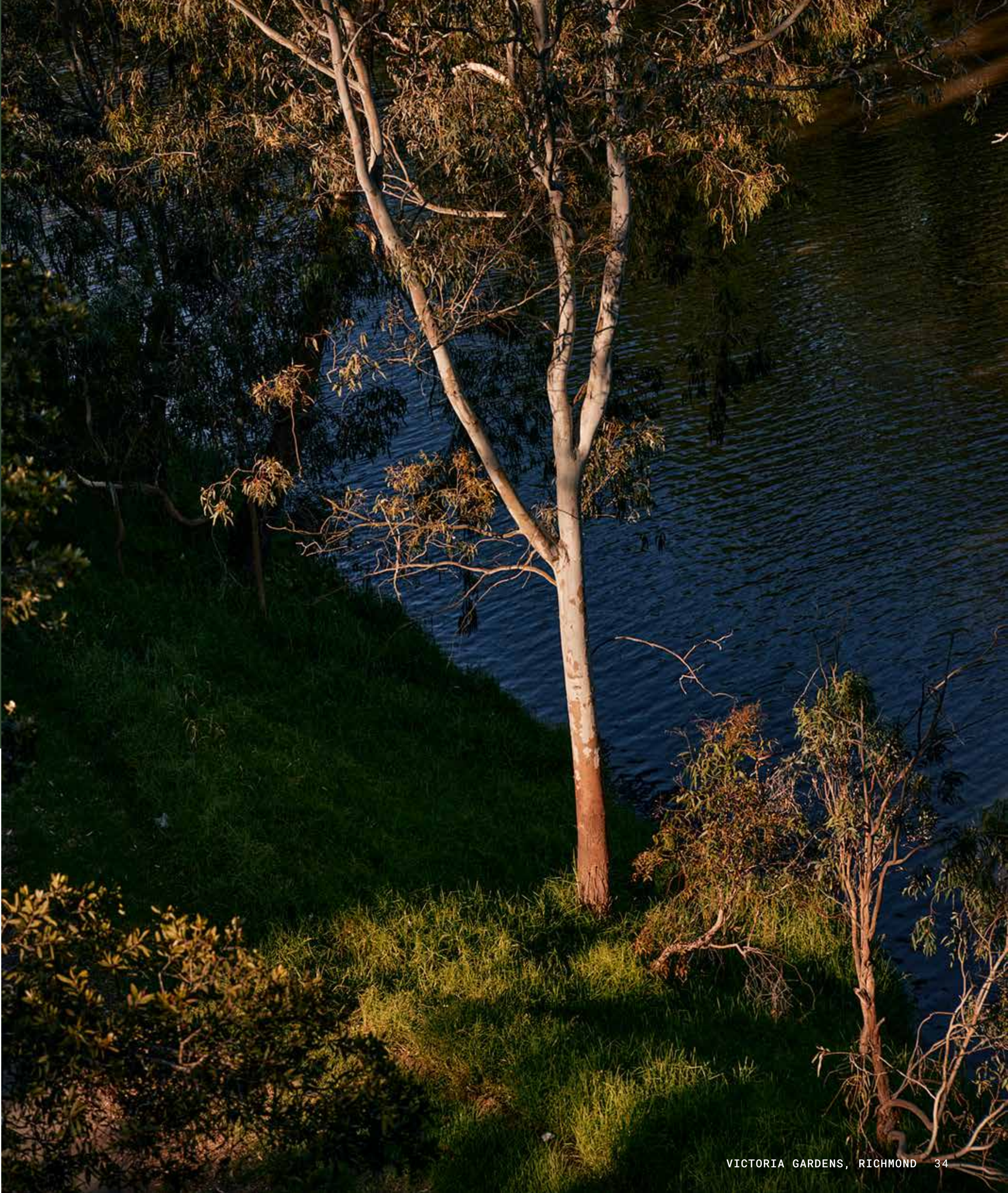
Architecture & built form

- Naming and language integrated into design components
- Wayfinding to support story telling
- Opportunity to display Wurundjeri art and artefacts in the public realm



Community integration & engagement

- Educational opportunities relating to Caring for Country
- Prioritise sustainable design processes and outcomes
- Integrate community gardens for public use





# Governance





# Governance approach

Best practice governance and operating standards driving sustainable growth.

As a privately owned family business, we can be more nimble, and able to act on opportunities faster to be more responsive to our customer and stakeholder needs.

To support this, we have developed rigorous processes that standardise and enhance our operational performance. We have focused on streamlining and integrating these processes across our business units and projects to provide greater consistency in how we operate, while empowering our experienced teams to apply their knowledge and customer insights to help support sustainable growth and meet our targets.





Case study

Operational & governance framework

The Delivery and Operational Framework is used to guide the following key workflows on our new developments.

At Salta, we strive for excellence and efficiency through every phase of a project’s lifecycle, from initial inception through to design, delivery and in operation.

We have a vast range of specialist knowledge and expertise within the business to provide input and guidance throughout the project life cycle. By working collaboratively, this ensures we have a holistic and rigorous approach across the sectors in which we operate. To ensure projects are best set up for success, in 2021 Salta’s Delivery and Operational Framework was launched.

This guides how we operate our projects internally, and work together as a cohesive team to deliver results, both for Salta and our end users. Together this provides a road map for each project and enables a streamlined process and facilitates continuous business improvement.

In 2022 we established APRILL, our online platform, to manage the Framework workflows and approvals processes. This innovative system provides a consistent approach to the way we work, communicate and present information for review and approvals with the following key objectives.

APRILL.  
Online platform

Phase

- 1  
Inception
- A

 Preliminary Investment
- B

 Investment Proposal

- 2  
Conversion
- A

 Development Brief
- B

 Design Concept Approval
- C

 Planning Lodgement
- D

 Planning Outcome
- E

 Marketing, Sales / Leasing & Operational Strategy
- F

 Brand & Positioning Approval
- G

 Market Launch Plan
- H

 Development Leasing

- 3  
Design Completion & Procurement
- A

 Design Development Commencement, Procurement Strategy & Early Works
- B

 Developed Design Approval
- C

 Tender Commencement

- 4  
Delivery
- A

 Construction Commencement
- B

 Pre-Handover, Practical Completion & Operational Readiness
- C

 Project Completion Reporting
- D

 End of DLP & Operational Transition

- 5  
Operations
- A

 Major OPEX
- B

 Major CAPEX Development Brief
- C

 Major CAPEX (Projects)
- D

 Operational Leasing
- E

 Property Divestment Strategy
- F

 Property Divestment Proposal

Key objectives

- 1 To provide a consistent approach to the way that we work.
- 2 To promote collaboration across the business, share knowledge and provide specialist input/ advice across teams.
- 3 To outline controls to mitigate risk and optimise value at every project phase.
- 4 To enable project teams to prepare and plan effectively with deliverables prepared and reviewed in line with program requirements.
- 5 To provide a clear and efficient decision-making process.
- 6 To outline clear roles and responsibilities.



# Supply chain

Supplier selection has always been an important factor in how we do business.

Not only do we seek out the most experienced partners, we prioritise aligned thinking to partner with companies that share our vision and values.

By working with the right people on the right projects, we believe we can continue to deliver on our purpose to create places of enduring value, today and for future generations, and make a long lasting contribution to the built environment.

As part of our supply chain procurement processes, we require our suppliers to provide information on their recruitment practices and steps to prevent modern slavery.

Our Sustainable Procurement Policy seeks to balance economic and operational requirements with social and environmental responsibility, minimising the impact of business activities on the environment, people and surrounding communities. This includes a commitment to reduce the environmental and social impacts associated with the procurement of materials.

## Sustainable materials selection

A core component of our business is property development, therefore material selection is one way we can reduce our environmental impact. We have minimum standards on all our projects which include:

- Low VOCs
- LED lighting
- WELs rating for taps
- FSC certified timber
- Green concrete
- Fibre reinforced slabs

As a result, we seek out like-minded suppliers such as responsible steel providers, green concrete and certified timber mills.



### Case study

## Modern slavery

At Salta, we recognise that modern slavery is a serious global issue and one that requires an effective societal response from business leaders that strengthens over time.

We also understand that we have a role and responsibility to generate awareness and implement steps to uphold human rights and minimise the risk of modern slavery practices occurring in our operations locally, and supply chains globally.

As developers and managers of property assets, the greatest expenditure and exposure to modern slavery practices is in the supply chains of our service providers and the goods and materials they supply in the construction, maintenance, repair, and operations of these properties.

Salta is working with our suppliers and the broader property industry, including the Property Council of Australia, to address this extremely complex and important issue.

### 2021

Starting in FY21, Salta conducted due diligence on modern slavery risks on our operations and supply chain. During this period, we actively sought to gain a high-level understanding of modern slavery issues in our industry and to evaluate where the risks could lie.

### 2022

Our first mandatory statement was released in December 2022 and captured the steps taken during FY22 in assessing and addressing the potential presence of modern slavery in Salta’s operations and supply chains. Actions included:

#### Suppliers review:

- Mapping our supply chain and annual reviews of vendors based on modern slavery risk and expenditure and rating them at a risk category from 1 to 3
- Review of published Modern Slavery Statements by our suppliers as part of our due diligence process

- Developed a consultation process involving high-risk migrant workers
- Development of a Suppliers Questionnaire based on best practice and refined through consultation including questions specific to construction, cleaning services and asset management
- Development of Salta Modern Slavery Training materials for our team and suppliers.
- Leadership participation in industry events and collaboration with key industry bodies
- Developing new company policies in line with Salta’s commitment to human rights

### 2023

In 2023 we began the development of a Human Rights Policy, in line with our ESG pillar Equity for All, which covers our modern slavery risks management approach. By the end of 2023, we had issued our Modern Slavery training material to 38 of our suppliers (representing some 85% by spend of our supply chain).

### 2024

- Launched our new Human Rights Policy
- Developed a grievance mechanism for issues
- Modern Slavery spot checks in OH&S inspections
- Started the conversation on how to best monitor the Australian living wage.





# Health & safety excellence

A safe and healthy workplace for all.

The Occupational Health and Safety Steering Committee (OHSSC) is responsible for establishing and implementing processes and plans to manage OHS performance and provide for continual improvement. OHS objectives and targets are set annually by the OHSSC and endorsed by the Board. Regular reporting to the Board on safety performance and tracking against agreed metrics ensures due diligence and transparency on this important issue.

Operating in the property industry, we take our health and safety responsibilities very seriously and are committed to creating an environment that promotes and encourages continuous improvement in safety. We have robust policies and practices in place to ensure our people, contractors, visitors and others who work at, or visit, our sites remain safe.

Salta's Safe 'n Well Safety Management System began development in 2021 and officially launched in 2022. This system documents our approach to providing a safe and healthy workplace and includes all relevant OHS policies and procedures. The system is externally audited every two years and also includes a program of ongoing building audits and site inspections.

309,104

Construction hours worked in 2024

0

Lost time injuries

0

Medical treatment injuries





# Sustainable technology

## Future-proofing our properties for success.

At Salta, we continuously assess and optimise the use of technology at every one of our buildings. We do this by investing in and using a range of smart building innovations, so that we can strengthen our portfolio performance, increase asset valuation, improve operational efficiency and enhance customer experience.

The deployment of new technologies helps us build and enhance community experience and have a better understanding of our customers.

### SERGII

SERGII (Social, Environmental, Resilience, Governance Indices Improver) maintains data on how Salta is tracking in terms of sustainability and centralises all data relating to social, environmental, resilience and governance (ESG) aspects.

### REMII

REMII (Real-time Enterprise Metering with Integrated Intelligence) enables real-time analysis of energy use per building across the entire property portfolio to develop and implement strategies to achieve sustainability targets.

### Smart Buildings Wiki

Salta has developed a Smart Buildings Wiki to demystify the jargon associated with smart buildings technology and enhance our team’s understanding and application of sustainable building initiatives.

### Sustainability Wiki

A new Sustainability Wiki for our intranet platform gives our teams quick access to information on topics from sustainable design principles through to specifics on the individual rating schemes. The Sustainability Wiki is a live tool that is continuously updated and built on as required, in line with our commitment to keeping up with industry knowledge.

### Equiem

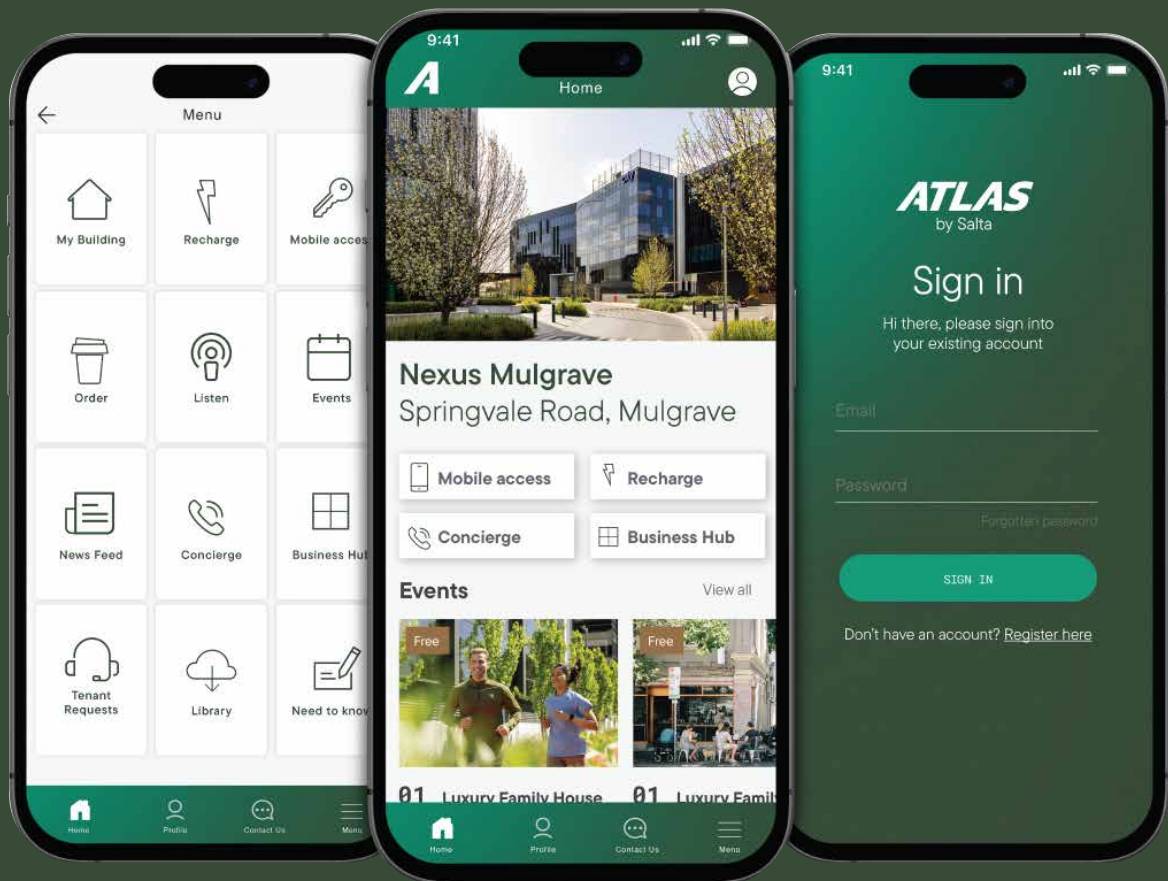
Salta Capital – the venture capital arm of Salta - was one of the first major investors in Equiem, a pioneering Australian PropTech company that provides an innovative property management platform for real estate owners and operators to create better working and living environments.

Equiem’s mission is to revolutionise buildings with technology that intuitively understands and responds to human needs creating more responsive, people-centered environments, where every interaction is meaningful.

### Case study

## Atlas

Salta is in the process of launching Atlas an enhanced white label version of Equiem to provide real-time access to information on our properties for our teams and tenants. The Atlas app is designed to further improve user experience with user-friendly navigation and enhance community creation at our precincts and buildings.



The app design creates a consistent look and feel across Salta’s commercial property management tools, brand touchpoints and marketing collateral, including the app and desktop platforms, to better reflect Salta’s evolved brand identity.



# Technology initiatives

Salta has developed a number of innovative and practical technology solutions that support our sustainability efforts and building performance objectives.

## ADAMM System

We utilise state-of-the-art technology and resources in our buildings to support our asset management strategy.

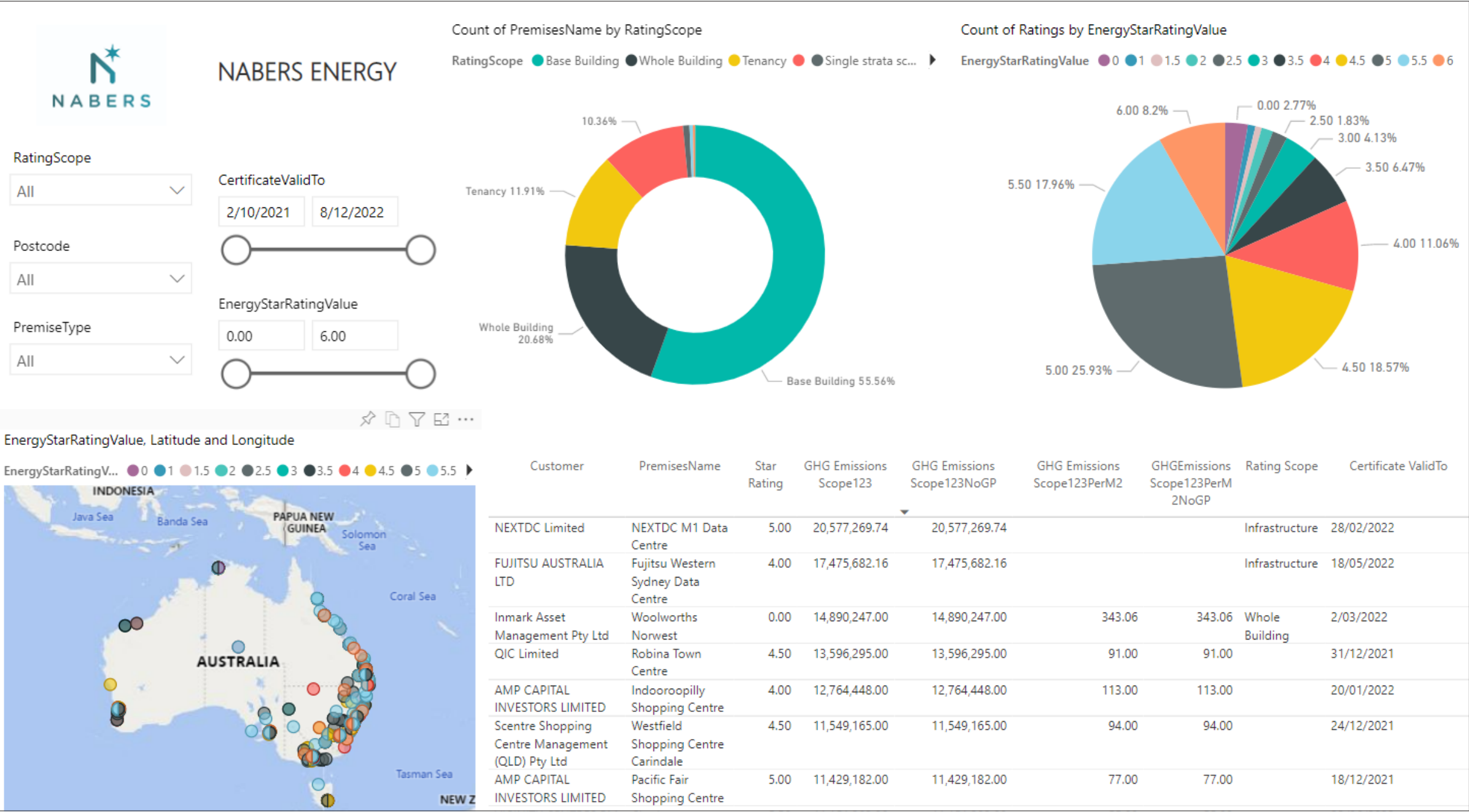
The aim is to streamline and centralise our assets’ operational information using Build-Apps ADAMM (Asset Database for Audits and Maintenance Management) system, a secure and collaborative virtual asset management portal.

Overall, we want to strengthen our portfolio performance, increase asset valuation and improve operational efficiency.

Salta’s ADAMM system has been rolled out by conducting a thorough audit to monitor our entire portfolio. We’re also uncovering sustainability opportunities to improve assets’ resilience and performance.

## Industry Business Intelligence (BI) Dashboard

Across the industry, the focus (or benchmark for success) is in achieving Green Star, NABERS and Well Certification achievements. Our Industry BI dashboard is updated with data from GBCA and NABERS, which enables project specific analysis by any Salta staff member to benchmark sustainability initiatives and apply industry learnings.





# Financial

Ensuring financial sustainability is a core principle at Salta.

As a family-owned and operated business established in 1970, ensuring financial sustainability is a fundamental pillar of our strategy and operating approach.

We have an inter-generational investment philosophy which ensures the highest commitment to quality and long-term value creation.

Case study

## Green loans

As part of our commitment to sustainability and innovative financing, in 2024 we partnered with NAB Corporate & Institutional Banking to arrange green financing for Industry Lanes in Richmond. The project qualified under the bank’s new green financing proposition due to its low emissions design.

This was the first NAB Green Finance for Commercial Real Estate Loan for a Victorian-based building. This landmark transaction not only facilitated the development of this environmentally responsible project but it also sets a precedent for future green financing in Australia.

“We are thrilled to partner with NAB on our first Green Finance for Commercial Real Estate loan for a Victorian-based building. Working with our lawyers, Colin Biggers & Paisley to refinance an existing loan into this new green loan for Industry Lanes has helped progress our ESG strategy and outlines a commitment to our customers and partners to not only reduce our carbon footprint, but improve the user experience including advances in health and wellbeing.”

**Kane Wallace**  
Executive Director of Treasury & Strategy  
Salta

“I am incredibly excited to see that our client, Salta, has secured the first NAB Green Finance Commercial Real Estate loan for their building in Victoria. Australia is seeing a dynamic shift in the expectations of tenants in commercial buildings, who are seeking strong green credentials. This is creating opportunity for the sector to continue to evolve, utilising existing tried and tested technologies to reduce emissions whilst also improving the quality of their assets.”

**Rodney Wallis**  
Executive, Client Coverage, Corporate & Institutional Banking  
NAB





# Next steps





# ESG strategy pillars & focus areas

Legend

Primary

3

 Good Health & Wellbeing

5

 Gender Equality

7

 Affordable & Clean Energy

11

 Sustainable Cities & Communities

12

 Responsible Consumption & Production

13

 Climate Action

Secondary

1

 No Poverty

6

 Clean Water & Sanitation

8

 Decent Work & Economic Growth

10

 Reduced Inequalities

14

 Life Below Water

15

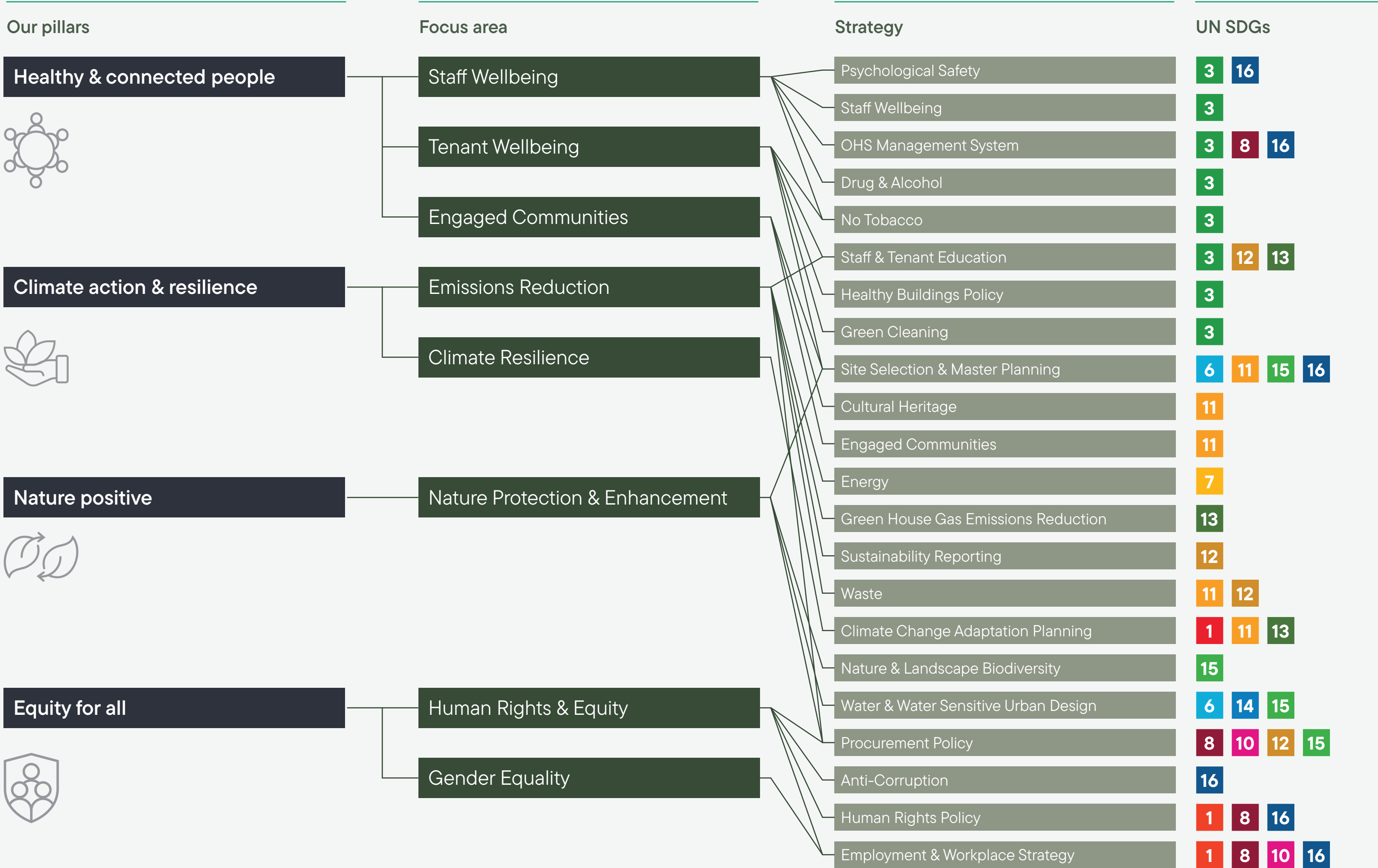
 Life On Land

16

 Peace, Justice & Strong Institutions



Salta’s ESG strategy pillars and focus areas are embedded through various strategies which respond to the UN SDG Goals.





# Next steps

Key ESG priorities for the coming year.

## 01. Sustainability performance

- Finalising our net zero emissions pathway and interim targets
- Developing electrification strategies for existing buildings

## 02. Customers & Stakeholders

- Engaging with tenants and key stakeholders to support their ESG goals and reporting requirements
- Developing our employment and workplace strategy

## 03. Product & Delivery

- Updating our minimum standards for new developments
- Rolling out nature/biodiversity pilot projects





Salta ESG strategy goals & progress

Policy initiative	Desired outcome/goal	What we’re doing/proposing to do	Status	Relevant United Nations SDGs	Focus Area	Pillar
Anti-Corruption	Employees act in accordance with the highest standards of ethical behaviour at all times.	Our existing Code of Conduct will be reviewed and updated inline with current expectations relating to anti-corruption.	Underway	16. Peace, Justice & Strong Institutions	Human Rights & Equity	Equity for All
Climate Change Adaptation Planning	All new building designs undertake climate adaptation review and planning including minimum considerations in design standards. Climate adaptation is considered in upgrades to existing portfolio	Our Climate Change Adaptation Planning Policy requires all Salta developments to consider and address the impacts of specific climate change risks in their design and construction.  Climate Change is included as a risk item in all Risk and Opportunity Registers and the Climate Change Adaptation Checklist must be completed and updated at various stages through the project lifecycle as part of the Salta Delivery and Operations Framework.	Complete	1. No Poverty 11. Sustainable Cities & Communities 13. Climate Action	Climate Resilience	Climate Action & Resilience
Cultural Heritage	Understand how Salta can have meaningful engagement with Australia's cultural heritage.	Our journey to understand how we can have meaningful engagement with Australia’s cultural heritage has begun with Cultural Conversations training for the Senior Leadership Team and ESG Committee. We look forward to deepening our engagement and understanding as individuals and as a business with our next steps including: – Updating our acknowledgement of country to reflect our journey of learning and understanding and providing guidelines on when to use – Holding events throughout the year including Sorry Day and NAIDOC Week to provide learning opportunities for staff and tenants – Continued First Nations engagement on our major projects including walking on Country to gain a deeper understanding of the history and importance of the land we develop.	Underway	11. Sustainable Cities & Communities	Engaged Communities	Healthy & Connected People
Drug & Alcohol	A work environment that supports responsible consumption of alcohol.	Our Drug & Alcohol policy has been drafted and provides clear and documented guidelines regarding Salta’s stance on drug and alcohol issues in the workplace in order to maintain the good welfare of employees and ensure a safe working environment.	Underway	3. Good Health & Wellbeing	Staff Wellbeing	Healthy & Connected People
Employment & Workplace Strategy	Gender diverse and equal workforce by 2030	Salta’s first WGEA reporting has been completed. We will review the results for Salta and the property industry to gain insights on how Salta and the broader property industry can work towards equality and attract and retain a diverse talent pool.	Underway	5. Gender Equality 8. Decent Work & Economic Growth 10. Reduced Inequalities 16. Peace, Justice & Strong Institutions	Gender Diversity Human Rights & Equity	Equity for All
Energy	Provision of renewable electricity to the Salta Portfolio, increased investment in rooftop solar and electrification of existing buildings	All new Salta developments have been fully electric for base building requirements since 2019 and all have on site solar PV matched to base building loads. In 2023 Salta rolled out 480kW of electricity on our existing commercial buildings bringing the total portfolio solar PV to over 1800kW (equivalent to 40,000 trees growing for 10 years). Existing gas assets will be electrified as they reach end of economic life with on site solar PV increased to meet new base building loads where possible. Through strategic procurement we will seek to increase the provision of renewable electricity to all base building loads under Salta control while focusing on providing value to tenants.	Complete	7. Affordable & Clean Energy	Emissions Reduction	Climate Action & Resilience
Engaged Communities	Creating places where our communities can connect and thrive.	Salta has a dedicated Community Manager who works closely with our Asset Management and Marketing teams to develop and implement Tenant Engagement strategies across the Salta Commercial, Industrial and Retail property portfolio. Our commitment to creating thriving communities is also demonstrated by the inclusion of communal indoor and outdoor spaces, green spaces and exercise facilities at our commercial and industrial business precincts. Salta’s Build-to-Rent brand Est. will have a major focus on building communities with the provision of indoor and outdoor communal spaces and on site resident experience officers.	Underway	11. Sustainable Cities & Communities	Engaged Communities	Healthy & Connected People
GHG Emissions Reduction	Trajectory to 1.5-2C based on Science Based Targets Initiative SBTi	Science Based Targets is being used to define a clear pathway towards reducing greenhouse gas emissions. Targets are considered ‘science-based’ if they align with what the latest climate science considers is required to meet the goals of the Paris Agreement of limiting global warming to below 2°C above pre-industrial levels.  Assessment against the Greenhouse Gas Protocol Corporate Accounting and Reporting and SBTi Criteria and Recommendations is currently underway.	Underway	13. Climate Action	Emissions Reduction	Climate Action & Resilience
Green Cleaning	Building maintenance is optimised to focus on occupant wellbeing.	Salta is committed to reducing its impact on people and the natural environmental and maintaining both a clean and healthy indoor environment for all occupants through the application of green cleaning practices.  Our Green Cleaning Policy has been in place since 2020 and we have partnered with Hunter Industrials for provision of cleaning products and consumables through their huntergreen program. This ensures that we know that the chemicals being used minimise the impact on those who maintain our buildings as well as those who occupy them.	Complete	3. Good Health & Wellbeing	Tenant Wellbeing	Healthy & Connected People
Healthy Buildings Policy	All new buildings incorporate design features to address non-communicable disease, existing buildings to be retrofitted as practicable. Building maintenance is optimised to focus on occupant wellbeing.	Australians spend 90% or more of their time indoors and a direct line can be drawn between how and where a person spends their time, the quality, amenities, and design of that environment, and individual health outcomes.  Salta’s Healthy Buildings Policy acknowledges the importance of building design on occupant health and wellbeing and provides guidance on the minimum considerations for all Salta developments.	Complete	3. Good Health & Wellbeing	Tenant Wellbeing	Healthy & Connected People
Human Rights Policy (incl Modern Slavery)	Modern slavery risks in our supply chain are understood and reported on.	Salta has been assessing the modern slavery risks in our supply chain since 2020 with our first Modern Slavery Statement published in 2022. Our Human Rights Policy states Salta’s commitment to upholding and promoting human rights in all aspects of our operations.	Complete	5. Gender Equality 8. Decent Work & Economic Growth 16. Peace, Justice & Strong Institutions	Human Rights & Equity	Equity for All



## Salta ESG strategy goals & progress

Policy initiative	Desired outcome/goal	What we're doing/proposing to do	Status	Relevant United Nations SDGs	Focus Area	Pillar
Nature	Nature and biodiversity at all properties are protected and enhanced through our activities.	Salta acknowledges our impacts and dependencies on nature and our Nature Roadmap currently under development will follow a 3 step process: Step 1: Risk Assessment - understanding our current risk areas Step 2: Biodiversity and Nature Enhancement - acknowledging not all green is equal Step 3: Supply chain/value chain risk and opportunity assessment	Underway	15. Life On Land	Nature Protection & Enhancement	Nature Positive
No Tobacco	All Salta buildings and precincts are tobacco free.	Salta's Tobacco and Smoke Free Policy will prohibit the use of all forms of smoking and tobacco use in all outdoor areas including rooftops, car parks and gardens. This policy is currently in place at Industry Lanes and 631-633 Springvale Rd and will be expanded to cover all Salta sites.	Existing policy to be expanded	3. Good Health & Wellbeing	Tenant Wellbeing Staff Wellbeing	Healthy & Connected People
OHS Management System	A safe and healthy workplace for all workers, contractors, visitors and others who may be affected by our business or undertakings	Salta's Safe 'n Well Safety Management System began development in 2021 and officially launched in 2022. The Salta Safe 'n Well Safety Management System documents our approach to providing a safe and healthy workplace and includes all relevant OHS policies and procedures. The Salta Safe 'n Well Safety Management System is externally audited every 2 years and also includes a program of ongoing building audits.	Complete	3. Good Health & Wellbeing 8. Decent Work & Economic Growth 16. Peace, Justice & Strong Institutions	Staff Wellbeing	Healthy & Connected People
Procurement Policy	Procurement policy that supports other targets and initiatives	Salta's procurement policy will be expanded to cover all aspects of our business to ensure that the objectives of the other policies and initiatives are supported.	Existing policy to be expanded	8. Decent Work & Economic Growth 10. Reduced Inequalities 12. Responsible Consumption & Production 15. Life On Land	Emissions Reduction Human Rights & Equity Nature Protection & Enhancement	Climate Action & Resilience Equity for All Nature Positive
Psychological Safety Policy	Psychologically safe workplace and continuous improvement of survey results	At Salta we recognise that our people are our biggest asset and our Psychological Safety Policy reinforces our commitment to protecting the psychological health of our team members in the same way we protect their physical health. Our systems, policies and processes are monitored regularly to ensure that risks to psychological health are minimised.	Complete	3. Good Health & Wellbeing 16. Peace, Justice & Strong Institutions	Staff Wellbeing	Healthy & Connected People
Site Selection & Master Planning	Site selection and master planning considers potential impact on natural ecosystems and seeks to protect natural and cultural heritage.  Site master planning seeks to maximise accessibility and safety.	Site selection and master planning ensures long term success of our projects for all stakeholders. Salta's site selection and master planning will respond to our Nature and Water policies/roadmaps to ensure our objectives of protecting and enhancing nature and biodiversity are achieved. Master planning will also consider impacts to accessibility and safety including CPTED (Crime Prevention Through Environmental Design) approaches to urban planning.	Not started	6. Clean Water & Sanitation 11. Sustainable Cities & Communities 15. Life On Land 16. Peace, Justice & Strong Institutions	Nature Protection & Enhancement Engaged Communities Tenant Wellbeing	Nature Positive Healthy & Connected People
Staff & Tenant Education	A program of staff and tenant education on ESG topics is developed and industry advocacy opportunities are maximised.	Salta recognises that we have the ability to reach a wide audience including our staff, tenants and other stakeholders. We will seek opportunities to use our platform to educate and advocate for healthy people and a healthy planet.	Not started	3. Good Health & Wellbeing 12. Responsible Consumption & Production 13. Climate Action	Tenant Wellbeing Staff Wellbeing & Safety Emissions Reduction	Climate Action & Resilience Healthy & Connected People
Staff Wellbeing		Salta's Health and Wellbeing Policy acknowledges the importance of providing a workplace that addresses the health and wellbeing of our employees and the creation of an environment that supports and encourages healthy choices every day. The ESG Committee produces a health and wellbeing action plan for each financial year that describes the goals, objectives and strategies adopted to meet the aim of our Health and Wellbeing Policy.	Complete	3. Good Health & Wellbeing	Staff Wellbeing	Healthy & Connected People
Sustainability Reporting	Annual ESG reporting.	Salta will report annually on our progress relating to our ESG Strategy and associated initiatives.Salta will not be required to report under the proposed mandatory climate reporting measures due to be introduced from 2025 to 2028, however we will seek to align our reporting with these requirements to enable ease of comparison and information provision for our stakeholders.	Underway	12. Responsible Consumption & Production	Emissions Reduction	Climate Action & Resilience
Waste	Continual improvement of the percentage of waste managed by Salta diverted from landfill.	Salta's waste reduction policy will be developed to set targets and encourage strategies to continuously improve the amount of waste diverted from landfill. Previous initiatives have included training for tenants and cleaners and provision of Ecobins for the 4 waste streams currently in place at our properties. Current initiatives being trialled include the use of the Bintracker system to capture more detailed data to enable more accurate reporting on our progress.	Underway	11. Sustainable Cities & Communities 12. Responsible Consumption & Production	Emissions Reduction	Climate Action & Resilience
Water & WSUD	Reduction in the amount of potable water required for use in all sites. The amount of stormwater discharged from all sites is reduced and doesn't present harm to any ecosystems.	Water sensitive urban design is already incorporated into Salta projects based on local planning and ratings framework requirements. Water efficient fixtures as well as the use of rainwater harvesting form part of the minimum requirements for all Salta projects regardless of any ratings being sought. WSUD and water will also be included in our Nature Roadmap and opportunities for reduction in potable water usage in existing buildings will be a focus.	Underway	6. Clean Water & Sanitation 14. Life Below Water 15. Life On Land	Nature Protection & Enhancement	Nature Positive



# Salta ESG current ratings



Suburb	Street	Sector	Rating	Rating Version	Status
Dandenong South	66 Portlink Drive	Industrial	5 Star	Green Star Buildings v1.0	Certified
Melbourne	L29/35 Collins Street	Commercial	5 Star	Green Star Interiors v1.3	Certified
Mulgrave	10 Nexus Court	Commercial	5 Star	Green Star Office Design v3	Certified
Mulgrave	1 Nexus Court	Commercial	5 Star	Green Star Office As Built v2	Certified
Mulgrave	2 Nexus Court	Commercial	4 Star	Green Star Office Design v3	Certified
Mulgrave	4 Nexus Court	Commercial	4 Star	Green Star Office Design v3	Certified
Mulgrave	6 Nexus Court	Commercial	5 Star	Green Star Office Design v2	Certified
Mulgrave	8 Nexus Court	Commercial	5 Star	Green Star Office Design v3	Certified
Mulgrave	631 Springvale Road	Commercial	5 Star	Green Star Design & As Built v1.2	Certified
Mulgrave	633 Springvale Road	Commercial	5 Star	Green Star Design & As Built v1.2	Certified
Richmond	459 Church Street	Commercial	5 Star	Green Star Design & As Built v1.2	Certified
Clayton	1948-1962 Dandenong Road	Commercial	4 Star	Green Star Office Design v2	Certified
Cremorne	122-128 Dover Street	Commercial	5 Star target	Green Star Buildings v1.0	Registered
Collingwood	60 Langridge Street	Commercial	5 Star target	Green Star Buildings v1.0	Registered
Richmond	Victoria Gardens Doonside Street Expansion	BTR	5 Star target	Green Star Design & As Built v1.3	Registered
Richmond	25 River Boulevard	BTR	5 Star target	Green Star Buildings v1.0	Registered
Richmond	475-481 Church Street	Commercial	5 Star target	Green Star Buildings v1.0	Registered



(as at 01/04/2025)					
Suburb	Street		Current Rating	Rating Type	Status
Greensborough	22 Grimshaw Street	Commercial	3.5 Star	NABERS Energy Base Building	Certified
Mulgrave	10 Nexus Court	Commercial	5.5 Star	NABERS Energy Base Building	Certified
Mulgrave	1 Nexus Court	Commercial	3 Star	NABERS Energy Base Building	Certified
Mulgrave	37 Dunlop Road	Commercial	4.5 Star	NABERS Energy Whole Building	Certified
Mulgrave	2 Nexus Court	Commercial	5 Star	NABERS Energy Base Building	Certified
Mulgrave	4 Nexus Court	Commercial	5 Star	NABERS Energy Base Building	Certified
Mulgrave	8 Nexus Court	Commercial	5.5 Star	NABERS Energy Base Building	Certified
Mulgrave	6 Nexus Court	Commercial	5.5 Star	NABERS Energy Base Building	Certified
Mulgrave	631 Springvale Road	Commercial	4.5 Star	NABERS Energy Base Building	Certified
Preston	251 Murray Road	Commercial	5 Star	NABERS Energy Whole Building	Certified
Richmond	40 River Boulevard	Commercial	3 Star	NABERS Energy Base Building	Certified
Richmond	600 Victoria Street	Commercial	4 Star	NABERS Energy Base Building	Certified
Richmond	678 Victoria Street	Commercial	4.5 Star	NABERS Energy Base Building	Certified
Weighted Average (rated NLA)			4.5 Star		



Suburb	Street		Rating	Rating Version	Status
Mulgrave	631 Springvale Road	Commercial	1 Star	Fitwel for Buildings: Multi-Tenant Base Building v2.0	Certified
Richmond	459 Church Street	Commercial	1 Star	Fitwel for Buildings: Multi-Tenant Base Building v2.0	Certified







For further information on  
Salta's ESG approach contact:



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