



Peter Van Heukelom  
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Schoten, 7<sup>th</sup> of September 2022

### **Statement of continued support by the Chief Executive Officer**

I am pleased to confirm that Care Property Invest reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In our second annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication and our sustainability report that is published annually.

### **Communication of progress on Human rights**

#### *Assessment, policy and goals*

Care Property Invest commits to honour the fundamental human rights as described in the Universal Declaration of Human Rights and pay the necessary attention to the environment and health and safety, in accordance with its commitment to contribute to the Sustainable Development Goals and the United Nations Global Compact.

#### *Implementation*

The effective management and Board of Directors continually prioritise and take up their responsibilities accordingly to the best of their ability and as described in the internal Integrity Policy, publicly available on the company website.

### *Measurement of success*

Over the last year no human rights issues or problems have been reported by employees or other stakeholders.

## **Communication of progress on Labour**

### *Assessment, policy and goals*

As described in the company internal Integrity Policy, Care Property Invest is committed to guaranteeing excellent, performance-related working conditions for everyone, geared to optimising employee satisfaction. Care Property Invest is also guided by the United Nations principles on labour standards and is strictly following local legislations regarding labour conditions and rights. Care Property Invest is committed to encouraging training and development of its employees, leveraging their talents, providing challenges, satisfaction and recognition in their career within the Company. Care Property Invest will give everyone equal career opportunities, encourage employees to organise their own tasks, and give direction to employees.

### *Implementation*

Care Property Invest has taken the following steps to ensure fundamentals rights of their employees and their well-being:

- All employees are covered by a bargaining agreement
- The Board of Directors is directly involved in the rolling out of the integrity policy in cooperation with the HR department
- In 2022, Care Property Invest aims to achieve 40h of training per year for their employees and therefore promote the continuous development, growth and motivation of the staff.
- From 2022 onwards, we will also organise monthly internal trainings for the whole company, where expert knowledge (including ESG topics) from certain teams will be shared with the rest of the company.

### *Measurement of outcomes*

Care Property Invest is closely tracking the following indicators to support its policy:

- The number of employees covered by a bargaining agreement

- The number of employees covered by our employee performance appraisal procedures
- The employee gender diversity
- The gender pay ratio
- The average number of training and development
- Accidents at work

## **Communication of progress on Environment**

### *Assessment, policy and goals*

Care Property Invest is involved in taking the necessary actions to fight climate change and having a positive contribution on the environment as described by the United Nations Global Compact. In 2021, Care Property Invest drafted an environmental policy that has become the main guiding document driving this change towards their own operations but also towards all their stakeholders. Care Property Invest has already been undertaking major steps towards environmental awareness by drawing a sustainability vision and communicating about its sustainability strategy through its sustainability report.

### *Implementation*

Care Property Invest is actively working to reduce its environmental impact by considering it as a crucial element in the due diligence of new projects, and by periodically monitoring this impact with their care providers. As from 2023, sustainability screenings will take place for new developments and in the light of contract renewals. Care Property Invest will continue to perform recurring screenings in the future to give better insights into their portfolio performance and evolution. Moreover, we plan to run a lifecycle analysis pilot on a new development in 2024. On the basis of our screenings and LCA's, Care Property Invest can draft analyses and forecasts in order to take the necessary measures to limit the environmental impact and, where possible, also include them in policy guidelines.

### *Measurement of outcomes*

Care Property Invest is already tracking different environmental indicators from their portfolio of buildings through the roll out of an energy monitoring system (EMS). Moreover, the Company set a target of reaching 80% of their portfolio with EMS by 2023, increasing the control and scope of the energy consumption of their buildings.

The following list of indicators are monitored:

- Water consumption
- Energy consumption
- Effluents and waste

Based on these indicators, CO<sub>2</sub> emissions are calculated and monitored. Moreover, emissions from Care Property Invest's own operations are offset to support a global certified climate project in Rwanda to provide local people with direct access to clean water.

### **Communication of progress on Corruption**

#### *Assessment*

Care Property Invest supports the UNGC principles on anti-corruption and works against corruption in all its forms, including extortion and bribery.


#### *Implementation*

The internal code of conduct includes a chapter on corruption stating that employees are committed to not offering or providing any securities nor any sums of cash to clients, suppliers, third parties, irrespective of the underlying intention nor to officials, civil servants or any other representatives of institutions.

#### *Measurement of success*

Over the last year no corruption issues or problems have been reported by employees or other stakeholders. Care Property Invest has not been involved in any legal cases or other events related to corruption and bribery.

Sincerely yours,

DocuSigned by:  


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Peter Van Heukelom

CEO Care Property Invest