

THE EARTH'S BEST LIVING COMPANY

ESG AT SCAPE

scape.com.au

scape

**SCAPE RECOGNISES WE ARE
ONLY EVER 'CUSTODIANS'
OF THIS BEAUTIFUL LAND.
WE MUST ALWAYS SHOW
OUR RESPECT**

Artist: Danny Eastwood
Aboriginal Elder
Aboriginal Artist



“
EVERY DECISION WE MAKE,
EVERY ACTION WE TAKE,
IS PURPOSE-DRIVEN.
OUR PROCUREMENT OF
ENERGY, OUR APPROACH
TO RECRUITMENT OR OUR
REPORTING TO STAKEHOLDERS,
WE ALWAYS ASK OURSELVES
‘WHY’. IT IS THIS PURPOSE-
DRIVEN CULTURE THAT DRIVES
US TO BE THE EARTH’S BEST
LIVING COMPANY.”

CRAIG CARRACHER
FOUNDER AND EXECUTIVE CHAIRMAN.
VOLLEYBALL KING. DAD.



THE JOURNEY

SCAPE WAS FOUNDED ON A SIMPLE IDEA: STUDENTS DESERVED BETTER. FOR TOO LONG, BEING A STUDENT MEANT HAVING TO COMPROMISE ON QUALITY LIVING. AT SCAPE, WE HAVE BROUGHT CHANGE. SCAPE'S PHILOSOPHY IS PURPOSE-BUILT AND PURPOSE-DRIVEN.

Wherever we go, in each and every building we open, our obsession with intuitive design and intelligent service will always put our students and the earth at the very heart of what we do.

**WE HAVE PEOPLE,
THE PLANET AND
A DEEP SENSE OF
PURPOSE AT
OUR CORE**





SCAPE AUSTRALIA

ESG FRAMEWORK



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ENVIRONMENT

OUR IMPACT. OUR SPACES. THE NEXT GENERATION. OUR TARGETS. OUR FUTURE.

OUR SPACES AS CUSTODIANS

WE DESIGN, WE BUILD, WE OPERATE. WE LOOK AT ALL OUR NEW DEVELOPMENTS THROUGH A GREEN LENS.



BUILDING MATERIALS AND FINISHES

To maximise the selection and use of environmentally responsible and robust construction materials and finishes

To ensure healthy indoor environments

To encourage use of materials that are non-polluting in manufacture, use and disposal, including re-cycled materials and materials that are carbon off-set



ENERGY, WATER AND WASTE

To promote energy and water efficiency in the design and operation of buildings

To minimise greenhouse gas emissions

To reduce the reliance on mechanical heating and cooling

To reduce energy and water bills and the whole of life cost of energy services

To more effectively manage development and operational waste"



ENVIRONMENTAL EDUCATION

To educate residents, workers and other building occupants on the sustainability features of our developments

To encourage the use and maintenance of water efficient and energy efficient design features over time

SMARTER, BRIGHTER, BETTER BUILDINGS

THE GREEN INITIATIVES WE IMPLEMENT FOR OUR DEVELOPMENT AND OPERATIONAL ASSETS

RENEWABLE ENERGY

Our projects include a commitment to transition away from fossil fuels. We aim to not burn any fossil fuels onsite during normal operation of electricity generation, heating or cooling. We work to ensure domestic hot water is powered by renewables, waste heat or heat pump.

NATURAL LIGHT

For each of our developments, we have a strategy for providing natural light to internal spaces through a combination of glazing selections to balance natural light performance with thermal performance, introduce optimised window to wall ratios and balance daylight access with appropriate shading devices to avoid glare and provide thermal comfort.

ALTERNATIVE TRANSPORT AND REDUCED CAR PARKING PROVISION

Our new projects include parking for electric vehicle and charging infrastructure. Active Transport Facilities such as bicycle parking are provided. A reduction of car parking spaces compared to the local planning allowance means residents are encouraged to use more environmentally-friendly forms of transport.

AIR QUALITY

Indoor air quality is improved through our unique Scape-designed ventilation systems. HVAC is designed for easy maintenance and cleaning prior to use and occupation. We make sure we provide outdoor air either via natural or mechanical ventilation, at higher ratios than the standards.

TIMBER

In select new development projects, up to 95% of timber used in building and construction works is reused or certified by a forest certificate scheme.

LIGHTING

Flicker-free lighting, colour quality and appropriate lighting levels are used in each space and are specifically designed to allow occupants to dim and control lighting in their immediate environment which reduces stress, optimises performance and reduces energy consumption.

INDOOR POLLUTANTS

Scape aims to have building materials with Environmental Product Declarations (EPD) including, in particular, paints, adhesives, sealants, carpets and engineered wood products. In some of our newest developments, at least 90% of cables, pipes, flooring and blinds will not contain PVC and will have an EPD.

PASSIVE DESIGN STRATEGIES

Scape implements a range of passive design strategies in its new developments including building orientation and massing responding to the site characteristics as well as local climatic conditions. The design of our buildings is a key strategy to achieve energy efficiency targets, by ensuring optimal window to wall ratios, shading devices, and tailoring the building performance according to space functionality and occupancy.

SMART ROOM TECHNOLOGY

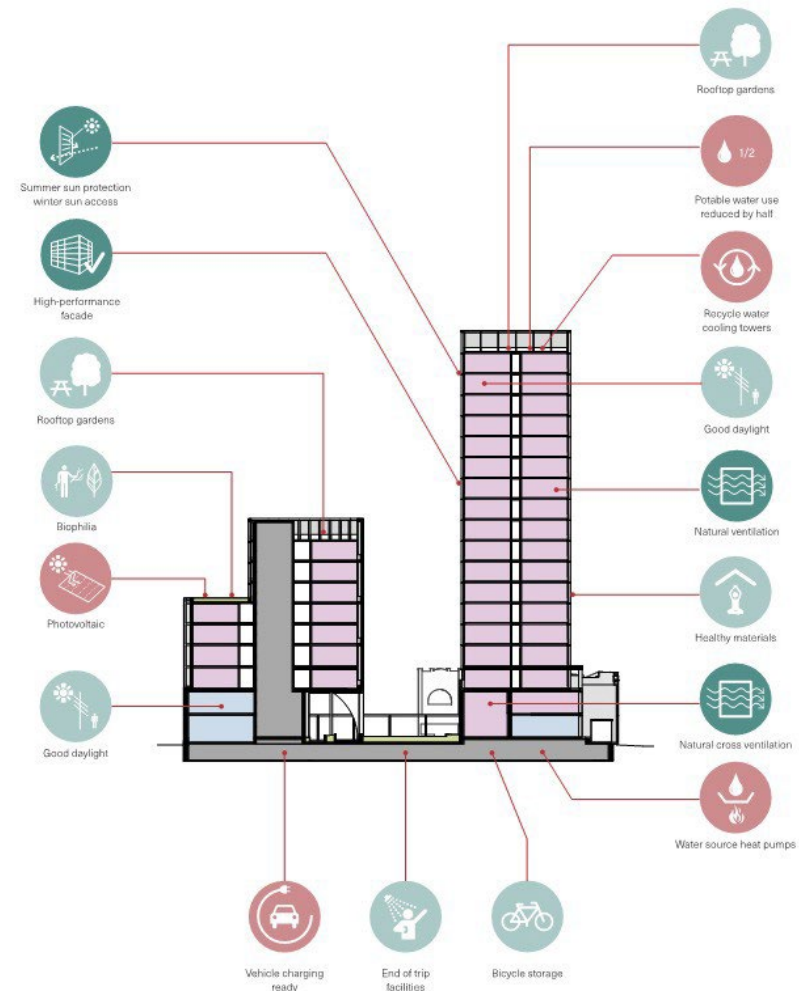
All new Scape buildings are equipped with IoT based smart room technology to efficiently and automatically reduce energy consumption by controlling lighting and HVAC systems based on room occupancy. Our IoT based room automation uses connected sensors and advanced algorithms to maximise energy savings whilst not impacting our resident experience.

We also keep the environment in mind when procuring equipment for our rooms. Recently we made the decision to move to a tv model which consumes significantly less energy than cheaper competitor options.

OUR SPACES

ENVIRONMENTAL IMPACT, AWARENESS AND INNOVATION IS AT THE CORE OF EVERY SCAPE DEVELOPMENT... FROM ROOFTOP GARDENS TO ELECTRIC VEHICLE CHARGING, BIOPHILIC DESIGN TO NATURAL VENTILATION SOLUTIONS

All new Scape buildings are equipped with IoT based smart room technology to efficiently and automatically reduce energy consumption by controlling lighting and HVAC systems based on room occupancy. Our IoT based room automation uses connected sensors and advanced algorithms to maximise energy savings whilst not impacting our resident experience.



Our Scape Lachlan development in Sydney highlights our unique environmental initiatives



IN DESIGNING OUR BUILDINGS, ENVIRONMENT IS ALWAYS FRONT OF MIND. WE HAVE CUSTOM-DESIGNED OUR DEVELOPMENTS TO PROMOTE ENERGY AND WATER EFFICIENCY IN THEIR DESIGN AND ONGOING OPERATION.

OUR OCCUPANTS HAVE ACCESS TO UNIQUE PASSIVE DESIGN SOLUTIONS WHERE SPACES MAXIMISE NATURAL VENTILATION, THE BUILDINGS ARE ORIENTATED WITH ACCESS TO DAYLIGHT AND USE ONSITE RENEWABLE ENERGY SYSTEMS SUCH AS ROOFTOP SOLAR AND HEAT PUMP TECHNOLOGY.

THE BUILDINGS ARE ALSO DESIGNED WITH E-CAR AND E-BIKE CHARGING STATIONS AND INCLUDE END-OF-TRIP FACILITIES TO PROMOTE SUSTAINABLE MODES OF TRANSPORT. WE ARE EXPLORING OPPORTUNITIES TO WORK WITH OUR UNIVERSITY PARTNERS TO REUSE ALL ON-SITE DEMOLITION MATERIAL IN OUR NEW BUILDINGS AND LIMIT OFFSITE WASTE TRANSFER.

**JONATHAN COMBLEY
SENIOR DEVELOPMENT MANAGER.
PASSIONATE ARCHITECT.
LOVER OF THE GREAT OUTDOORS.**

OUR IMPACT

CENTRAL TO THE SCAPE ETHOS IS A CONCERN FOR WHAT WE CONSUME, HOW MUCH WE CONSUME AND WHAT THAT MEANS FOR OUR ENVIRONMENT. SOME OF OUR RECENT ENVIRO-CONSCIOUS STEPS INCLUDE...

OUR IMPACT

GRESB

The Scape portfolio participates in the annual GRESB Survey and receives a rating each year. Each property holds a Building Energy Efficiency Certificate which requires reduced greenhouse gas emission and energy consumptions. Scape's minimum requirement is that all new assets are built to a 5 Green Star Certification.

ENERGY PROCUREMENT

Scape, with the assistance of external broker experts, is undertaking a portfolio-wide energy tender process. A key measurable for tender submissions is 'green status'.

Our developments are built to achieve high performance in terms of reduced energy consumption through a combination of:

- Passive design measures
- Shading design to minimise solar gains in summer
- Selection of highly efficient mechanical systems
- Utilisation of natural ventilation through a mixed mode ventilation strategy
- Selection of low-energy lights
- Specification of smart controls such as daylight sensors for lighting

SOLAR

Scape has recently completed a portfolio-wide assessment all of our operating assets to determine whether each asset is suitable for solar panel installation. Scape has solar infrastructure on nine of its operating

assets. Solar energy is powering common areas and hot water systems. A select number of Core Fund assets have been marked as viable for this project. Led by our CFO, Tim Peel, the Scape team is in the final stages of negotiation with a third-party service provider for installation of solar panels and supply of solar energy which will provide approximately 20-30% of the energy consumption needs of those buildings.

Those assets will then benefit from small-scale technology certificate credits (STCs).

WATER STRATEGIES

The water balance strategy for our developments is founded on efficient fittings and fixtures as well as the collection and re-use of rainwater for toilet flushing and irrigation of landscaped areas. Where water re-use is not possible, drip irrigation and moisture sensors are installed.

ENVIRONMENTAL DATA

Each Scape building is equipped with a building management system (BMS) which provides automated control of energy efficiency and data monitoring. We also have a central repository system of all environmental data such as energy, gas and water consumption including GHG emissions and waste monitoring.

We are currently investigating efficient options for dashboard reporting.

CLIMATE RISK ASSESSMENT

An annual risk assessment is performed by external engineers on building standards including the impact on climate and simulation modelling to assess each asset's energy performance.

WASTE

Waste is another component of our environmental impact framework. Recycling is an ingrained practice in our buildings and encouraged across our student population. We are now turning our focus to elimination of plastics in our properties and working with third-party suppliers to supply only non-plastics.

OUR IMPACT - PROCUREMENT IN CONSTRUCTION

CONSTRUCTION OF OUR NEW ASSETS

Scape partners with construction groups, consultants and suppliers who have sustainable development at their core and who recognise that they have a responsibility to socially acceptable and ethical work and employment practices, not only for their own teams but also in respect of the entire supply chain.

Our construction partners and suppliers are required to demonstrate practices to:

- Minimise or eliminate waste from construction activities through re-use or recycling
- Promote the benefits of sustainable building design through the participation in and delivery of Green Star (targeting 5 Star Design & Build Australian Excellence rating as a minimum standard) and NABERS together with other world-leading sustainability rating tools
- Minimise use of water and natural resources
- Reduce carbon emissions through efficient use of electricity and fossil fuels in construction
- Protect land quality and biodiversity from negative impacts associated with our operations
- Prevent pollution caused by construction
- Act as a 'good neighbour' during construction

And at Scape, we don't just shift responsibility to our partners, we take a leading role in construction site management, contractor engagement and supply-chain due diligence to ensure that our partners are truly delivering on our ESG objectives.

THE GREEN GENERATION

AT SCAPE, WE WANT TO BE AT THE FOREFRONT OF INNOVATIVE THINKING AND SOLUTIONS TACKLING TODAY'S BIG ISSUES.

We understand that our residents will be the future leaders and consumers of the world, and we want to equip them with the knowledge and tools to live more sustainable lives.

Scape is in a unique position to shape the future by influencing the next generation of environmentally-conscious leaders. And it's not just a message we want to share, it's a lifestyle that our residents want to live.

That's why we have established EnviroScape.



THE GREEN GENERATION

THE ENVIROSCAPE STRATEGY IS BASED ON THREE PILLARS...



THE GREEN GENERATION

1

EDUCATING OUR RESIDENTS ON ENVIRONMENTAL IMPACT

We acknowledge that our residents come from a variety of backgrounds which do not all have the same level of environmental awareness, education and practices. Through a series of engaging activities, we aim to fill the awareness gap.

- Dedicated Eco-Hub
- Green Personal Challenges
- Impactful events such as Bike 'n' Blend
- Social Media Campaigns
- Enviro-conscious movie nights
- Educational tools and checklists



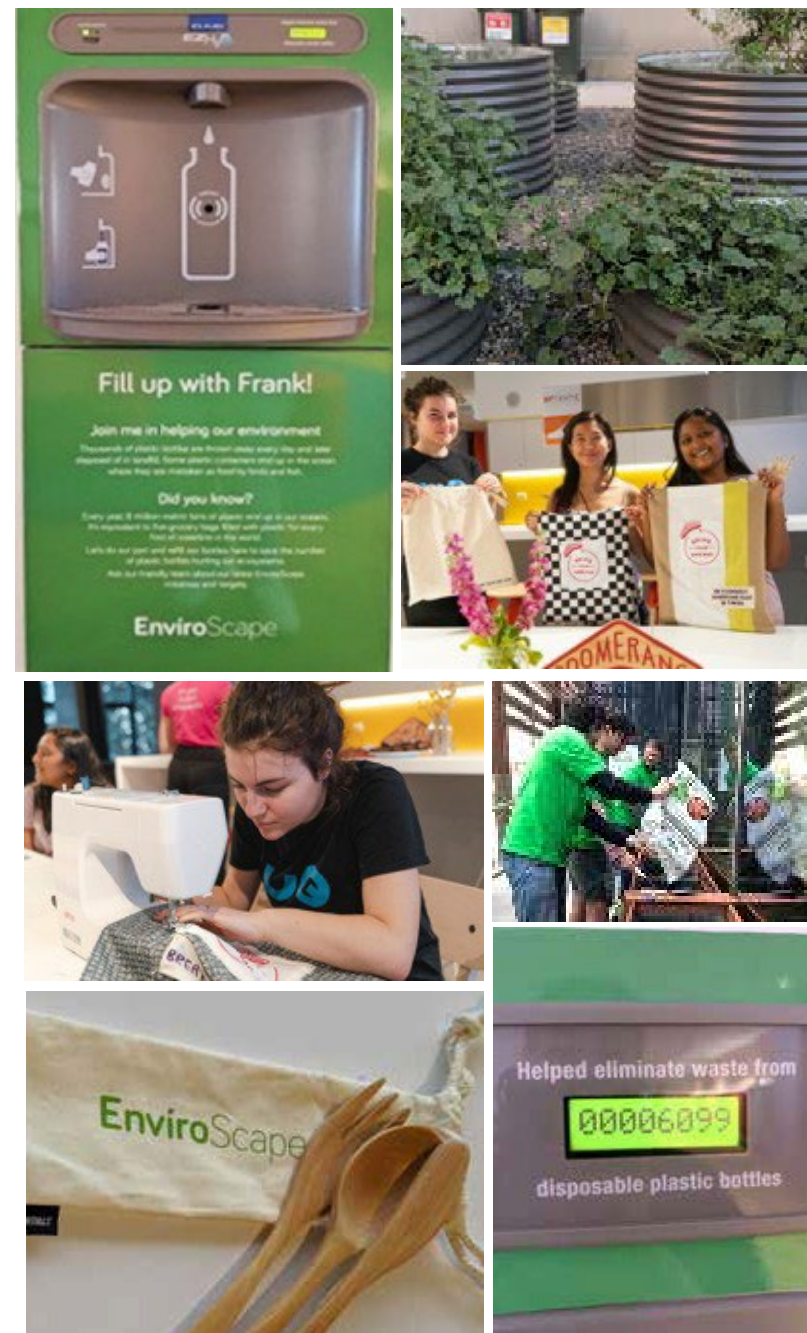
THE GREEN GENERATION

2

GREENER HOMES

We encourage our students to experience their Scape home through a green lens and learn skills which they will take into the future.

- Herb gardens
- Beehives on our rooftops – a bee biodiversity program
- Reusable cups and bottles
- Filtered water fountain to reduce bottle waste
- EnviroScape Student Ambassador Program
- Make Your Own Monday
- Alternate transport options to reduce CO2 emissions



THE GREEN GENERATION

3

RECYCLING AND MINIMISING WASTE

We run a calendar of events and initiatives designed to correct rubbish disposal and create recycling habits among our cohort of residents. By doing this, we are working collectively to minimise waste sent to landfill.

- Charity clothing collection bins
- Increased recycling bin strategy
- Trash Olympics
- Informative waste signage
- Green Targets for residents
- Farm-to-plate

An example of monthly green activations:



Generate \$100 worth of can collection



Increase co-mingling recycling by 2kg a week throughout the month



Ensure the Lifeline clothes collection bin has been filled at least once this month



Have 10 residents rent out bikes by the end of the month



Fill one compost bin by the end of the month



Fill two soft plastic bins by the end of the month



Save 1000 disposable water bottles going to landfill by the end of the month



OUR TARGETS

OUR TARGETS ON TARGETS

At Scape, we see the importance of meaningful targets which drive measurable outcomes using a defined plan.

We are targeting 1 August 2022 for the roll-out of our formal Scape Australia Environmental Targets.

In the meantime, we are engaging with our stakeholders – residents, education partners, equity and debt partners – to better understand their expectations so that we can ensure alignment on our environmental targets.

We are also engaging our external brains trust of consultants who are experts in the field to help us create our world-leading targets.

We are ambitious and will be targeting Net Zero as one of our key measures

OUR TARGETS

MEASURING OUR IMPACT ON THE ENVIRONMENT

While the wheels are in motion for our new environmental targets, we're already experienced in environmental reporting.

We also have technology already in place to measure and control our energy consumption and efficiencies. Our suite of Building Management Systems are used to control the energy requirements in the appropriate zones of our properties and adjust accordingly. We are now working to consolidate our systems across our portfolio to give us greater central control and reporting outputs.

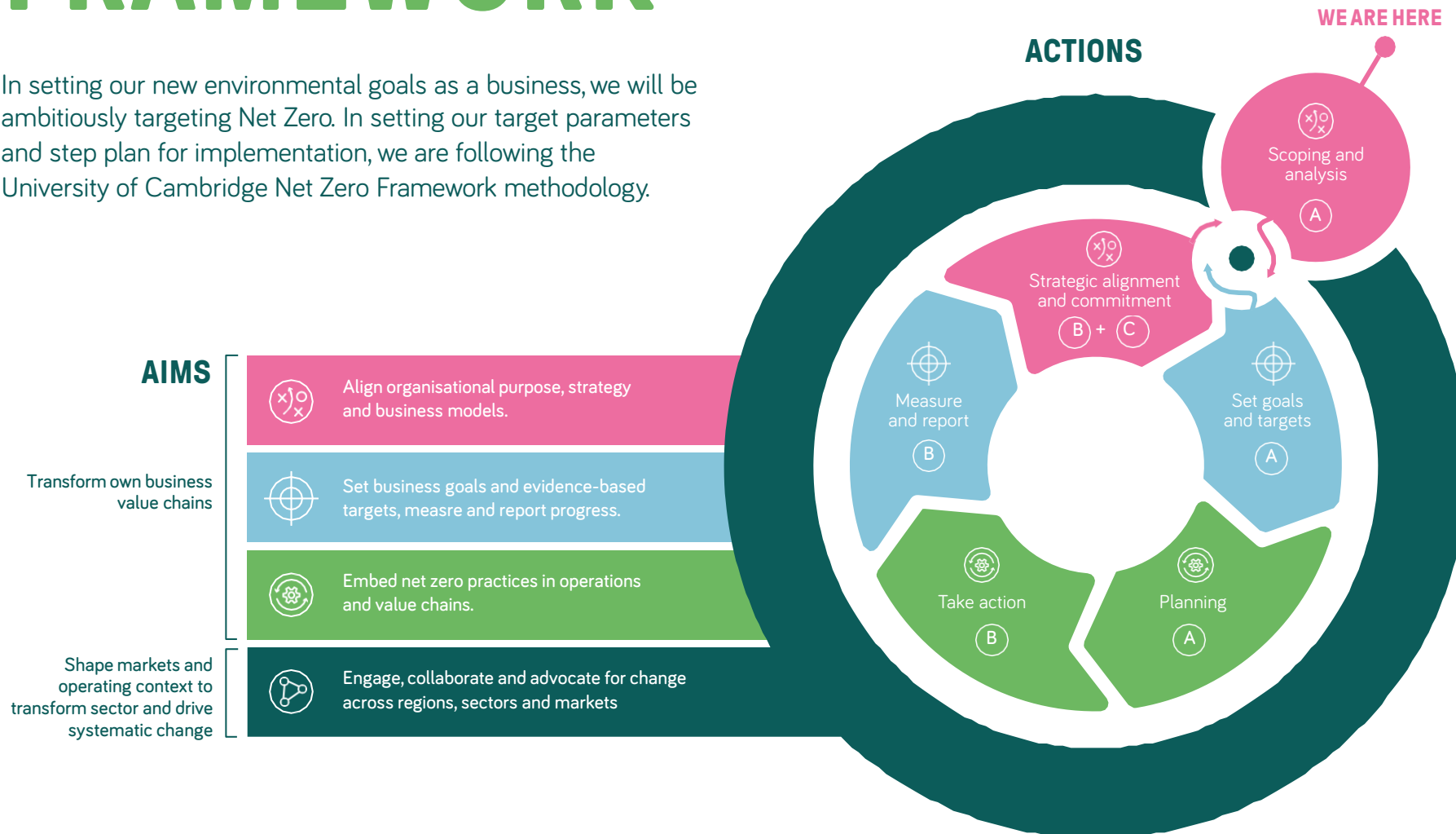
As part of our environmental target planning process, we are consolidating our measurement tools and are looking forward to easy-access and timeline dashboard reporting.

We are reviewing our reporting indices and the right governing body for accreditation for our assets. Potential partners include:

 <p>PRI Principles for Responsible Investment</p> <p>A+ Strategy and Governance, A+ for Property</p>	 <p>NATIONAL GREENHOUSE AND ENERGY REPORTING</p> <p>Reports its mandatory disclosure in accordance with the NGRS act</p>	 <p>MSCI</p> <p>AAA Rating</p>	 <p>GRI</p> <p>Reports against the GRI G4 guidelines</p>	 <p>BUSINESS FOR SOCIETAL IMPACT CORPORATE CITIZENSHIP</p> <p>Community investment is verified by B4SI</p>	 <p>TCFD TARGETED BY CLIMATE-RELATED FINANCIAL DISCLOSURES</p> <p>Reports inline with TCFD recommendations</p>
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TARGETING NET ZERO FRAMEWORK

In setting our new environmental goals as a business, we will be ambitiously targeting Net Zero. In setting our target parameters and step plan for implementation, we are following the University of Cambridge Net Zero Framework methodology.



Source:

University of Cambridge, 2021, <https://www.cisl.cam.ac.uk/resources/low-carbon-transformation-publications/targeting-net-zero/targeting-net-zero-framework>

OUR FUTURE

THE FUTURE IS BRIGHT AND THE OPPORTUNITIES ARE ENDLESS AS SCAPE SETS ITS SIGHTS ON BEING A LEADER IN ENVIRONMENTALLY-CONSCIOUS LIVING SOLUTIONS. HERE'S A GLIMPSE AT WHAT WE'RE WORKING ON...



OUR FUTURE



GREEN GOALS

Hard targets frighten most but at Scape we are reveling in the opportunity to push ourselves to achieve more. Our teams are underway in setting environmental sustainability targets for our assets to meet the expectations of our residents, our investors and most of all – ourselves! We are currently preparing the program to perform technical environment assessments which are expected to commence in January 2022 for the 2023 calendar year.

OUR FUTURE



BIOPHILIC DESIGN

Not just a green wall! Our Developments and Operations teams are immersed in the planning stages of implementing biophilic design in our new builds to connect people and nature in our built environment.



AROUND THE SUN

Greater scale means greater opportunities in the sustainability energy space. Our Executive Team is currently in conversations with renewable energy providers about solar farm initiatives which could power our buildings into the future.



CIRCULAR ECONOMY

At Scape, we are excited to be part of the global circular economy movement. We are working on ways that our business can turn the “take-make-waste” culture on its head by keeping products and materials in use to reduce waste and pollution.



LET IT RAIN

With smart taps and showers already pouring in all our Scape-designed buildings, we are turning our minds to integrated water cycle management to minimise our environmental impact.



GREEN LOANS

Scape is exploring opportunities to draw upon green loans from our debt partners which aligns with our strategy to be the Earth's Best Living Company.

SOCIAL

OUR RESIDENTS. OUR PEOPLE. OUR COMMUNITY

OUR RESIDENTS

SCAPE WAS BORN OUT OF A SIMPLE IDEA...BEING A STUDENT SHOULDN'T MEAN HAVING TO COMPROMISE. STUDENTS DESERVE BETTER. BETTER SERVICE, BETTER DESIGN AND BETTER OPERATING STANDARDS.

That's why we think a student's home needs to be more than just a comfy bed. Sheltering them with rooms and buildings designed precisely for what they need, and helping brilliant minds take shape by introducing them to new cities, cultures, ideas and possibilities. Creating buzzing collider zones for students, local universities and the business community in engaging spaces is central to the Scape philosophy.

The success of our intelligent designs and intuitive service in the student realm has enabled us to extend this expertise to provide innovative living solutions to many other cohorts including young professionals, leisure guests, vulnerable members of the community as well as other markets.

OUR RESIDENTS

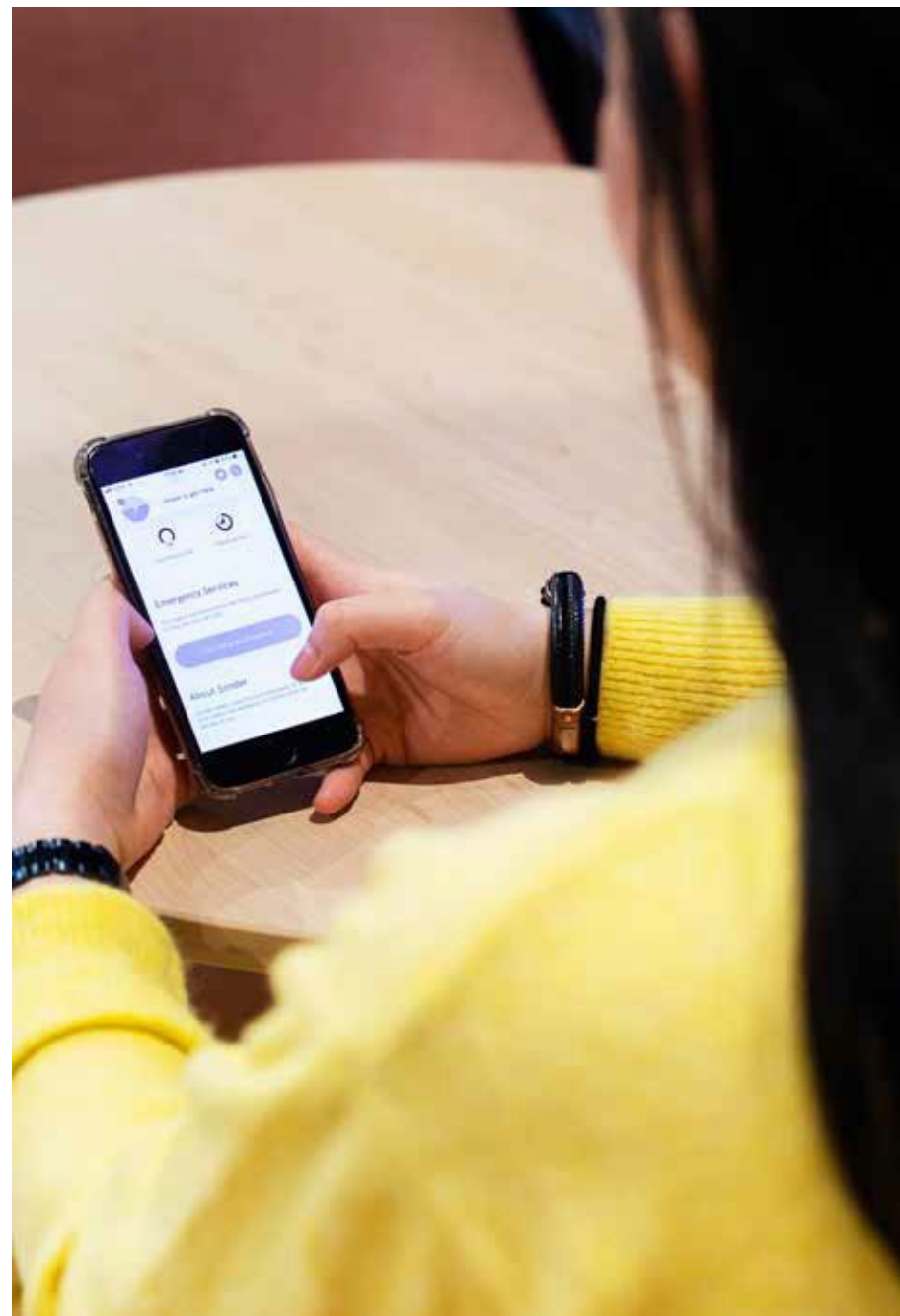
WELLBEING FOR OUR RESIDENTS

As an experiential brand, Scape has brought about sector leading student amenities and services.

An innovative element introduced to ease the minds of parents as well as students, was our offering of 24/7 concierge and security, providing students access to support around the clock as well as a partnership with Sonder to deliver a tech solution to safety as well as a free shuttle bus to Uni.

Scape offers an above industry-leading holistic pastoral care plan, addressing health, social education, academic support and development, behaviour management and dealing with emotional issues. Working closely with experts in the community and our educational partners, we've implemented numerous tools that enable preventative or immediate response to inevitable situations arising. We have dashboard management for tracking wellbeing support allowing us to become leaders in incident response and management.

Scape also offers an innovative events program, crafted and tailored specifically towards the residents living in each of our properties.



OUR RESIDENTS

WELLNESS + HYGIENE

Scape offers an onsite professional staffing and security giving residents access to assistance and support any time of the day or night. We believe that every employee plays a vital role in the pastoral care of our residents and therefore we do not believe in outsourcing any departments.

Our service standards are unparalleled and Scape commits to employing professional, career-focused staff members overnight, which enables our first responders to act promptly and most importantly, proactively. These staff members have extensive training and can better handle emergency situations (including facilities and housekeeping).



OUR RESIDENTS

Shelter

At university, students will be doing some of the most important work of their lives. The place that they live needs to support them and make sure they feel safe, calm and at home. With that taken care of, they can produce incredible work, every day.

Shape

It's also important that students feel challenged. We'll introduce them to new eye-opening ideas. Make sure they're clued up and plugged in to their new city and community. And give them that little bit of guidance that will make a big difference throughout university, and beyond.

**TO GIVE PEOPLE THE BEST POSSIBLE START
AT THE MOST EXCITING TIMES OF THEIR LIVES**

+

**TO ASSIST THE NEXT GENERATION OF
DECISION MAKERS AND FUTURE LEADERS.**

+

**THE BETTER WE LOOK AFTER THEM TODAY THE
BETTER THEY'LL LOOK AFTER TOMORROW.**

OUR RESIDENTS

“MY FAVOURITE SCAPE MOMENT CANNOT BE PUT INTO ONE SPECIFIC EVENT, BUT INSTEAD IT IS EVERY DAY SINCE I'VE BEEN HERE. THIS IS THE PLACE I CALL HOME. HOME IS WHERE YOU FEEL COMFORTABLE AND ALSO KNOWING YOU HAVE A SUPPORT SYSTEM. I AM MAKING MEMORIES HERE DAY BY DAY AND EVEN IF I COULD GO BACK IN TIME, I WOULD CHOOSE SCAPE AGAIN IN A HEARTBEAT.”

ADRIANA, RESIDENT,
SCAPE SWANSTON



OUR RESIDENTS

SMARTER, BRIGHTER, BETTER ROOMS

We understand the pressures of life at university, so we created the best rooms for students with everything they could need to feel relaxed, rested, and ready to do the best work of their lives.





OUR RESIDENTS

BUILDINGS THAT GIVE YOU MORE

The buildings are designed with student wellbeing at their core. From privacy to creating community and collider zones for students to re-charge and connect. The lighting tones and colour impact on mood and experience are part of the design delivery.



OUR PEOPLE

WHO IS THE SCAPE PERSON? DEFINED BY THEIR PASSION, CREATIVITY, LOYALTY, SHARP-SMARTS AND DEEP CARE, THE SCAPE TEAM MEMBER IS AS MUCH A QUIRKY INDIVIDUAL AS THEY ARE PART OF THE CREW

OUR PEOPLE

THE SCAPE TEAM LIVE BY A SET OF SHARED VALUES & BEHAVIOURS

OPEN- MINDED GOOD VIBES

We will choose kindness and bring strength and optimism to every conversation

WE GIVE A SH*T

We come with high expectations but also a big care factor, for the quality of our work and for each other

BOOTS ALL-IN

Collaboration takes heart, it means working together no matter what it takes, as we will always be greater than the sum of the parts

ROCKET TO MARS

Constantly curious, challenging and empowering, our ambitions are endless

ALPHABET SOUP

We're the home of diversity, equity and inclusion. For one and all



OUR PEOPLE

**AS A BUSINESS,
SCAPE IS DEDICATED
TO ITS TEAM
OF INCREDIBLE
EMPLOYEES.
JUST AS WE
'SHELTER AND SHAPE'
OUR RESIDENTS,
WE EMBRACE AND
UPLIFT OUR STAFF.**

From Facilities Technicians to Accountants, Event Coordinators to Investment Managers, our diverse workforce are leaders in their respective fields and wear the Scape name as a badge of honour.

OUR PEOPLE

HERE IS A GLIMPSE OF WHAT WE DO FOR OUR PEOPLE...

DIVERSITY + INCLUSION

We embrace diversity by ensuring everyone feels safe to be themselves at work. We have Executives of different genders, ethnicity, sexuality, religion and cultural backgrounds to truly lead by example and live our commitment to diversity. We have Executives of different ethnicities, sexuality, religion, cultural backgrounds and genders, to truly lead by example and live our commitment to diversity.

PERFORMANCE

We measure performance against KPIs through our annual Performance Review and Goal Setting process. We find that meaningful conversations about performance lead to greater performance and higher levels of engagement.

CELEBRATE

We celebrate everything! Birthdays, promotions, ideas, babies. Life is too short to miss the milestones!

TRAIN

We offer training to our people to set them up for success. We train people in their role and also on workplace expectations. In-person and online through our dedicated Litmos training modules are available to our staff.

WELLBEING

We focus on wellbeing of our staff through a suite of mental and physical wellness initiatives. Check out our wellbeing initiatives later in this pack.

TALENT

We focus on key talent retention rates through our People Planning processes led by our dedicated People Team. At Scape we work tirelessly to attract the greatest talent in the market and keep them!

ENGAGEMENT

We prioritise and measure engagement levels and respond to changing expectations of the workforce. From casual check-ins to People Pulse surveys, we want all Our People to be immersed in Scape.

REWARD

We undertake comprehensive annual remuneration review processes to ensure we match the market and reward our people.

PROMOTION

We also advertise new roles internally first to prioritise career progression within the business. At Scape, we believe that individual career paths are important to acknowledge and work on. We enjoy discussing the future with our team members... where we will go together and what their role will be.



OUR PEOPLE

**FOR ALL OUR
INCREDIBLE ASSETS
– OUR BUILDINGS,
OUR PARTNERSHIPS
– SCAPE'S
GREATEST ASSET
OF ALL IS ITS
PEOPLE.**

At Scape, we genuinely care about the Health and Wellbeing of Our People



OUR PEOPLE

SONDER APP

Combining essential safety, medical and mental health support in one platform, Scape provides free access to the Sonder App for all staff. Physical safety is protected by on-the-ground teams that can reach a location in just minutes and stay for as long as needed. In-house and medical teams and in-person first responders provide emergency support, health advice, medical triage and counselling. Sonder is a great service that gives enormous comfort to our staff.

BIRTHDAY LEAVE

It's that one day of the year that's all about you and we want our staff to sit back and truly relax. Every year, our staff take their birthday off work and we think it's the best birthday gift a workplace can give.

COMMUNICATION

From 'all-in' virtual meetings beamed across the country to Facebook Workplace where our team can share their proudest moments, the Scape team use a range of communication tools to keep in touch with our staff.

GOOD HEALTH MONTH

Every October at Scape, we celebrate Good Health Month. It's like a festival of wellness with physical health challenges, mental health initiatives and all our teams across Australia get involved!

FREE ANNUAL FLU VACCINE

We think it's important to remove barriers experienced by staff in living a healthy life. That's why we offer free annual flu vaccinations conducted by qualified medical professionals, easily accessible at our very own buildings around the country. In 2021, 35% of our workforce took the opportunity to receive the flu vaccine.



OUR PEOPLE

PEOPLE PULSE SURVEYS

We find that one of the best ways to check the temperature of our team is to undertake regular online anonymous People Pulse Surveys. With questions ranging from brand ideas to mental health, these surveys give us unique insight into our people and the culture at Scape.

EMPLOYEE ASSISTANCE PROGRAM

We know we can't always give the professional support that our team member's need when they are not at their best. That's why we engage qualified mental health professionals to be available 24/7 so that our team can reach out for confidential help at any time for free. Our EAP service is also offered free of charge to all immediate family members of our employees. Scape receives regular reports from our EAP Provider, so we know it is helping!

BUELLER DAY

Inspired by the cult-classic movie, Ferris Bueller's Day Off, every Good Health Month we encourage our staff to take an extra paid day off. At Scape we think that our people know best how to relax and recharge themselves, so that's why we give them a day to do exactly as they please!

DEDICATED HEALTH AND WELLBEING RESOURCES

Whether it's 'Cure for the Lockdown Blues' or Black Dog's "Harden Your Nut" mental health app resources, our People Team provides regularly updated wellbeing resources through our very own intranet site "BOB".



OUR PEOPLE

STEPPING UP THE EMPLOYEE EXPERIENCE

At Scape, we think it's important Our People truly understand and appreciate our product and have the opportunity to share our incredible living experiences with friends and family.

THAT'S WHY WE'VE CREATED ESCAPE

Our ESCAPE program means that every employee is encouraged to spend FIVE FREE NIGHTS per year at one of our assets.

Relaxing poolside, exploring new cities, unwinding in our newest rooms... it's just another reason that Scape is becoming an employer of choice for the best talent in Australia.

OUR PEOPLE

SCAPE UNIFORMS

OUR UNIFORM PHILOSOPHY

The most important part of any brand is the experience it delivers and that all comes down to great people. Therefore, we've created a new Scape uniform that is true to our values – supporting the Australian Creative Class, but also super cool so our people feel great and know just how much they matter. We have worked with design partners that also share ethical and sustainable values in order to create a unique and stylish uniform for our team!

TEN PIECES

'A local story' launched in 2011 – Ten Pieces is a 'co-operation of creative minds' under the designer guidance of local Sydneysiders Maurice Terzini, Lucy Hinckfuss, Allan Marshall and a selection of artistic collaborators.

About the designs

Intended to mix and match, you can wear one piece or ten; with each layer creating outfits from the street to the afterparty. Relying on influences

of punk through to contemporary sportswear, this lifestyle brand serves up outfitting in a unique and accessible way. At Ten Pieces there are no seasons only reasons.

KITX

The Scape Tee made from organically grown cotton, free from toxic insecticides and pesticides, printed with our KITX signature ENDANGERED series exclusive for Scape to raise awareness and create ACTIVE HOPE for positive change in order to reverse the rate of extinction of species in Australia and hopefully globally.

There are about 300 species of Australian animals that are endangered. This means that these animals may disappear from the face of the Earth forever. Humans are directly responsible for most recent extinctions.

We have not only selected the Southern Corroboree Frog for its graphic strong markings and colours but most importantly only 50 of these frogs remain in their alpine habitat, we



must rewild nature and start to see flourishing biodiversity return once again.

The HOPE of this ACTIVE Tee is to ignite positive change amongst some of the brightest minds on the globe – the Scape Living students.

OUR PEOPLE

OUR COMMITMENT TO VACCINATING THE AUSTRALIAN POPULATION

At Scape we remain committed to providing safe environments and supportive solutions to all our stakeholders as a first mover on COVID-19 in 2020.

On top of our flexible remote working arrangements, our 'safe travel to work' processes and our employee engagement and communications strategy, we felt we needed to do more to ease the burden on our team members during this unprecedented time.

Along with other leading Australian businesses, we have come together to support employees who have chosen to get vaccinated against COVID-19 and put an end to the pandemic.

To demonstrate our real commitment to this cause, Scape has offered every staff member 2 days' paid leave to receive the COVID-19 vaccine. Allowing staff to take paid leave removes a key barrier to vaccination by giving flexibility to staff to reach vaccination centres and 'get the jab' wherever and whenever they can.

At Scape, we live our values.





SCAPE'S PHILOSOPHY IS ABOUT PUTTING THE 'GOOD' IN 'LIVING'. WORKING WITH THOSE IN CRISIS, THOSE NEEDING IMMEDIATE SHELTER AND THOSE THAT NEED AFFORDABLE ACCESS TO LIVING ENVIRONMENTS. AS A COMPANY WE REMAIN COMMITTED TO EXTENDING OUR CAPABILITIES TO CREATE AN 'IMPACT FOR GOOD'. WE WANT TO BE THE COMPANY WHERE DOING GOOD LEADS TO GREATNESS, A CHANCE TO CHANGE LIVES. ”

**ANOUK DARLING
CHIEF EXECUTIVE OFFICER.
SNEAKER FANATIC. MOTHER OF THREE.**

OUR COMMUNITY



PETER MAC CANCER FOUNDATION

We have partnered with Peter Mac to provide accommodation to cancer patients in Victoria. Whilst this frees up a hospital bed, it also allows respite in a more comfortable environment for patients. We're also launching a 'Men's shed' initiative. This will be an area for men undergoing treatment to reset, regroup and surround themselves in a supportive space. Our aim is to create a space that aides in positive mental health.

"Accommodation provided by Atira in Peel Street has had a significant impact on our Patients and their families in the Peter MacCallum Cancer Centre. Ease of access, proximity and staff attitude has all contributed to their ongoing wellbeing. The staff at Atira have proved that kindness, compassion, empathy and "going the extra mile" is of extreme importance in supporting people on their cancer journey. Atira provides a safe haven where their guests are always assured of the utmost care and consideration.

- Sandy Malkin, Accommodation Coordinator



ABORIGINAL HOUSING COMPANY

Through this partnership, we provide scholarships to Aboriginal students in Sydney. So far we've provided \$30K in accommodation relief with a further commitment of scholarship beds at our new Scape Redfern property.

Scape's building in the heart of the Pemulwuy precinct is a testament to collaboration and community. A commitment to enriching the lives of its residents and acknowledging the heritage of the precinct through an ongoing scholarship program for Aboriginal Students. Most importantly the partnership with Deicorp and Mick Mundine representing the AHC has resulted in an outstanding building that will provide student residents with considered, beautiful and unique environments where they can flourish

OUR COMMUNITY



SCHOLARSHIPS

With the duty of care we have and our vision for all young people to obtain a solid education, in 2020 Scape launched a three-year scholarship program worth up to \$26 million. Through this fund, Scape has awarded over 100 scholarships, a majority of which have been provided to regional students who come from lower socioeconomic backgrounds. Through these scholarships students are able to live in close proximity to their institution at an affordable rate which in turn reduces financial burden and provides greater time for them to focus on studies and work towards building a bright, successful future.



HOME FOR GOOD

Scape has also launched a national rental affordability scheme for students called 'Home for Good'. Under this initiative eligible students are able to access up to a 50% reduction on full rental rates to support them during this unprecedented difficult period.

We have committed 5% of the portfolio to our 'Home for Good' program with properties in Melbourne, Brisbane and Sydney.

OUR COMMUNITY



SYDNEY CHILDREN'S HOSPITALS FOUNDATION

Through this partnership, Scape has been able to support sick children in a number of ways. In the latest and biggest initiative as a Golden Partner, Scape was proud to join The Sydney Children's Hospitals Foundation and its beneficiary – sick children and 'shining the light on mental health'.

At Scape we believe every child deserves to feel and see light, be wrapped in its brightness, vibrant with hope and possibility that a childhood's shining imagination brings. Mental Health issues can take away the hope that every child so deserves. Scape's foundation is in student accommodation and our commitment is to 'Shape and Shelter the Minds of Tomorrow', we are proud to extend this commitment to the youngest minds of our future through our support of The Sydney Children's Hospitals Foundation. And their world leading GOLD DINNER Foundation event, raising record funds (over \$5m) to support this cause.



VOLLEYBALL AUSTRALIA

Volleyball is one of Australia's largest secondary school participation sports, that is gender equal. Scape's association is a perfect way to reach a domestic audience of future 'Scapers'.

Through this partnership, Scape has been able to support these future leaders and incredible athletes in a number of ways including sponsorships from regional school kids through to national competitions at an elite level, representing Australia at the Olympics. Providing funding as well as accommodation for touring athletes to guest speakers for our student resident base. We look forward to continuing to support one of Australia's most gender equal sports.

LIVING OUR COMMUNITY VALUES

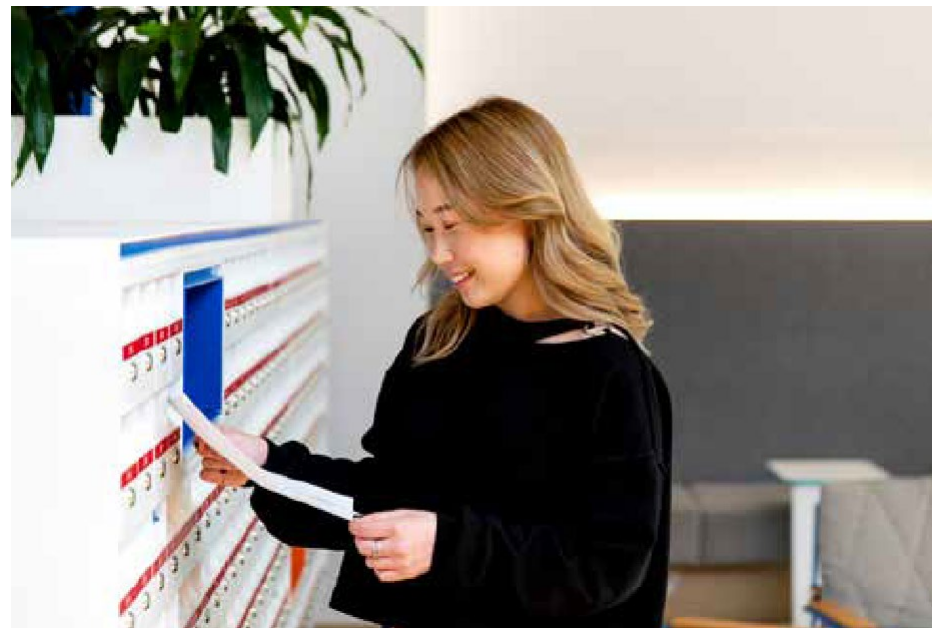


HOUSING VULNERABLE PEOPLE IN BRISBANE

In 2020-2021, Scape, together with its student residents at Atira Glen Road in Brisbane, vacated its building and agreed to lease all apartments to the Queensland Department of Housing to house vulnerable people including homeless people and victims of domestic violence to ensure their safety during pandemic lockdown.

“We are all united in the fight against COVID-19, and we are all being asked to do our part. I want to thank everyone involved – the students, the staff, and the team from Scape and Atira Glen Rd – for coming together to provide homes for Queensland’s most vulnerable people. Because of you and your support we will save lives.”

- Mick de Brenni, Minister for Housing and Public Works



CRISIS HOUSING FOR STUDENTS IN SYDNEY

Commencing in 2020, Scape partnered with Study NSW to house international students experiencing financial hardship (including inability to afford accommodation).

There have been more than 500 students housed at Urbanest Sydney Central and Urbanest Cleveland Street throughout the pandemic.

OUR EDUCATION COMMUNITY CONSISTS OF UNIQUE AND SPECIFIC PARTNERSHIPS WITH BOTH LEADING UNIVERSITIES AND INDEPENDENT EDUCATION PROVIDERS.

Scape is proud to partner with almost 30 leading Australian institutions as an approved preferred supplier of quality student accommodation for both international and domestic students. Scape works closely with the student support and welfare teams at each institution to ensure each and every student is provided with a first class experience.

UNIVERSITY PARTNERSHIPS

Scape is a preferred accommodation supplier with agreements in place with universities in Sydney, Melbourne, Brisbane and Adelaide.



FOUNDATION COLLEGE PARTNERSHIPS

Approved to supply accommodation to under 18s at foundation / language colleges in Sydney, Melbourne, Brisbane and Adelaide. Strong relationships underpinned by regular communication and reporting to partners (e.g. student wellbeing, curfews for under 18s).



ELICOS & VET COLLEGE PARTNERSHIPS

Scape also works broadly with other institutions as a preferred supplier who provide English and vocational education and training courses to international and domestic students.





**POWERFUL
PARTNERSHIPS ARE
THE CORE OF OUR
COMMITMENT TO
ENSURE THE MINDS OF
TOMORROW ARE LOOKED
AFTER WITH THE BEST
CARE POSSIBLE. ”**

**SALLY PICOT
GROUP GENERAL MANAGER OF SALES.**

GOVERNANCE

**INVESTMENTS. REGULATORY COMPLIANCE. RISK + SAFETY.
PEOPLE PROCESSES.**

OUR BOARD

THE SCAPE AUSTRALIA MANAGEMENT BOARD

The Scape Board provides leadership and strategic oversight and guidance for Scape in addition to overseeing the effective management of the Group and delivery of our purpose to be the Earth's Best Living Company and our living values.

Membership of the board includes the four founders of the Scape business together with valued shareholder representatives

CRAIG CARRACHER

Executive Chairman
Co-Founder

STEPHEN GAITANOS

Managing Director
Group Chief Executive Officer
Co-Founder

NIGEL TAE

Director
Global Chairman
Co-Founder

TOM WARD

Director
Global Chief Executive Officer
Co-Founder

BRIAN HUNG

Director
Senior Portfolio Manager,
APG Asset Management

LAURENT JACQUEMIN

Director
Head of Asia-Pacific, Real Assets –
AXA IM Real Assets

RUSHABH DESAI

Director
CEO – Asia Pacific,
Allianz Real Estate

INVESTMENTS

AT SCAPE, OUR WORLD-CLASS EQUITY AND DEBT PARTNERS AND THE SCALE AND VELOCITY OF OUR GROWTH HAVE REQUIRED SIGNIFICANT RESOURCES TO BE DEDICATED TO GOVERNANCE PROCESSES.

With a dedicated Investment Management team led by Chief Investment Officer James Ma and an internal Legal team led by General Counsel Ben Klug, Scape is committed to being a world-class investment manager with best-in-class governance practices.

Our relationships with our investment partners are founded on Scape's commitment to accountability and transparency.



OUR CAPITAL PARTNERS ARE THE WORLD'S LEADING REAL ESTATE INVESTORS. THEY ARE BEST IN CLASS GLOBALLY, AND WE ARE PROUD OF OUR PARTNERSHIP WITH THEM. REPORTING TO OUR STAKEHOLDERS ON THE PERFORMANCE OF OUR BUSINESS IS NOT AN OBLIGATION BUT A PRIVILEGE. ”

**STEPHEN GAITANOS.
FOUNDER AND MANAGING DIRECTOR.
RUGBY LEAGUE FANATIC. ASPIRING GRILL MASTER.
FATHER OF TWO.**

REGULATORY COMPLIANCE

AT SCAPE, GOVERNANCE, ETHICAL BUSINESS PRACTICES AND HIGH STANDARDS OF PROFESSIONAL AND PERSONAL CONDUCT ARE FUNDAMENTAL TO THE WAY WE WORK. WE ARE COMMITTED TO ACTING AS A RESPONSIBLE AND SUSTAINABLE BUSINESS.

Scape's governance framework supports our business, our residents, our investors and our people to ensure that we can be the Earth's Best Living Company.

To ensure that we continue to meet emerging corporate governance practices, regulatory requirements, market practice and community expectations, we regularly review our governance policies and practices.

At Scape, our governance framework and any engagement with regulatory bodies is managed by our Legal Team.

REGULATORY COMPLIANCE

REAL ESTATE LICENSING + RESIDENTIAL AND RETAIL TENANCY COMPLIANCE

Scape's operations are governed by residential tenancy laws in each State in which it operates. Scape has processes and procedures in place to ensure that leasing arrangements are in strict compliance with all relevant laws including the terms of leasing arrangements and engagement with tenants throughout the term of their lease.

Scape also has processes in place to ensure it is appropriately licensed in jurisdictions where it is required in order to provide its leasing services.

TAX COMPLIANCE

Scape's Chief Financial Officer, Tim Peel, together with his Finance Team, is charged with ensuring compliance with all Australian State and Federal taxation laws.

Scape is also advised by leading external taxation advisory firm Greenwoods + Herbert Smith Freehills.

CORPORATE REGULATOR - ASIC

Scape's group of companies are regulated in Australia by the Australian Securities and Investments Commission (ASIC).

Compliance with Australian corporations law and ASIC regulations is managed by Scape's Legal Team.

Company secretarial services are outsourced to BoardRoom, the market leader in Australian corporate services.

AUDIT

The Scape Group of companies (including each of the Group's funds) are audited annually by global financial services firm EY.

WHISTLEBLOWER COMPLIANCE

At Scape we believe that everyone has the right to raise concerns without fear of retribution. Scape has a comprehensive whistle blowing regime governed by our Whistle Blowing Policy. Our General Counsel, Ben Klug, is the Whistleblower Officer. Our staff receive training annually to ensure they are aware of the Whistle Blowing process.

COMPETITION LAW COMPLIANCE

Scape strictly complies with its competition law obligations and is committed to acting as a responsible player in the market.

Scape's Legal Team is charged with ensuring ongoing competition compliance and engaging with the Australian Competition and Consumer Commission when required.

All Scape staff receive annual training on Australian Consumer Laws and restrictive trade practices.

ANTI-MODERN SLAVERY COMPLIANCE

Scape does not tolerate slavery, human trafficking or abusive or unfair treatment in any part of its business, or in any of its supply chains. Scape is committed to, acting with integrity and ethically in all our business relationships and dealings, taking steps to ensure that modern slavery plays no part in its business or supply chains and ensuring that there is transparency in our business and our approach to preventing and addressing modern slavery in our operations and supply chains.

RISK AND SAFETY

AT SCAPE, WE ARE COMMITTED TO BETTER CONTROLS AND RISK MANAGEMENT

SCAPE AUSTRALIA MANAGEMENT RISK COMMITTEE

While risk management is the collective responsibility of all managers within the business, the Scape Australia Management Board appointed a Risk Committee in 2020 to closely manage the business risks.

In accordance with its Charter, the Scape Risk Committee meets quarterly and reports directly to the Board.

RISK FRAMEWORK

Risk Management is a constantly evolving task and at Scape, we are constantly revisiting our processes and procedures to mitigate and minimise risks.

Scape conducts its risk management work in line with its Risk Framework. The Risk Framework includes the following key documents:

- Risk Framework Statement
- Risk Policy
- Risk Appetite Statement
- Risk Register

PRIVACY

Scape has a comprehensive privacy policy which addresses the ways in which Scape collects, holds, uses, transfers and discloses personal information. Our privacy policy was developed in collaboration with external expert legal advisors on privacy law.

Scape's privacy policy is compliant with both Australian privacy legislation and the European Union's 'General Data Protection Regulations'. It is publicly available on Scape's website.

Scape's legal counsel acts as the 'Privacy Officer' for Scape. Our Privacy Officer also manages Scape's publicly available 'Privacy Inbox' which is the contact portal for any privacy concerns of our staff, residents, partners and the public.

All Scape staff are trained on privacy laws and regulations on an annual basis as part of our Annual Compliance Training.

RISK AND SAFETY

INFORMATION SECURITY

The Scape Technology team centrally manage, monitor and proactively mitigate information security risk with various control measures which include:

- Adhering to the Australian Signals Directorate Essential 8 best-practice security model (ASD Essential 8).
- Vulnerability Scanning and Patch Management Systems
- Centralised NOC (Network Operations Centre) monitoring for system anomalies within our networks.
- DRIP Compliance (Data Retention Implementation Plan) via our partner ISPs.
- Information Security Awareness Training for all Scape Employees via our Information Security Awareness Strategy



RISK AND SAFETY

WORK HEALTH AND SAFETY

Scape regards the safety and welfare of its team members and residents as its most important responsibility. Scape has developed and implemented a comprehensive Work Health & Safety Policy as a sign of its commitment to providing a healthy and safe environment in which to work and live.

The Work Health & Safety Policy governs the ways in which Scape meets its health and safety legal obligations by complying with all relevant laws, codes of practice and industry standards.

Our Operations team have comprehensive safety and security measures in place to always ensure the wellbeing of our resident. Our Operations Management team receive monthly updates on licensing, first aid training, CPR training, mental first aid training, emergency procedures including evacuation and fire training as well as "Working with Children" permits. Safety and wellbeing remains the highest priority for Scape and we are constantly reviewing, auditing and improving our processes and procedures in line with best practice.

Scape uses a contractor management platform to ensure that any registered contractors have fulfilled their statutory obligations to perform services at our sites.

PROPERTY MANAGEMENT SYSTEM

We have a unified property management system (PMS) across all assets which allows for dynamic dashboard reporting and comparable performance analytics.

The PMS ensures we are able to carefully manage our assets and data compliance, significantly reducing business risk.

Our PMS and student portal ensure we always have current details for our residents so that they are always contactable. The system gives us confidence and transparency of who is in our buildings which allows us to better manage risks.

We are now moving to the next stage of risk management in our buildings including by implementing smart lock systems to monitor room access which assists us in ensuring the health and wellbeing of our residents.

INCIDENT MANAGEMENT AND REPORTING

Scape has an incident management reporting system via which team members can report on and escalate to senior management various levels of incidents, accidents, and other health, safety, wellbeing and security issues which may arise across the business.

Scape has also implemented various policies to help guide its team members on responding to incidents – including a 'First responders escalation chart' and 'First responders manual', as well as an 'Incident escalation chart and checklist'.

ASSET PHYSICAL COMPLIANCE

Scape considers that the maintenance of its physical assets in good operational order is paramount to the success of the business. We are committed to owning and managing assets that function smoothly and efficiently, and in compliance with all regulatory requirements.

Scape's legal, operational, development and construction teams work together closely in order to ensure that each of Scape's assets are 'best in class' from both a physical and compliance perspective.

RISK AND SAFETY

RISK REVIEWS

Scape is acutely aware of the need to stay vigilant in assessing and considering new and evolving risks the business may come across. For this reason, in 2020 Scape engaged international law firm Ashurst to conduct an assessment of Scape's corporate compliance. The scope of Ashurst's review included: IT system security, data and privacy, regulator engagement risk, safety, investor disclosure and compliance culture.

The findings from the Ashurst review have been integrated into Scape's comprehensive Risk Framework.

Scape is committed to conducting regular reviews of its business in order to ensure risks are appropriately and efficiently identified and addressed.

BUSINESS CONTINUITY PLAN

Scape is conscious that things don't always go according to plan. It has therefore developed a business continuity plan (BCP) which contains all the information needed to get Scape up and running again after an incident or crisis. Backup and Technology Disaster Recovery Plans form a large part of the BCP and are tested regularly.

The BCP has been instrumental in dealing with the COVID-19 pandemic head-on. Regular BCP senior management meetings continue to be held in order to help Scape adapt and respond to the every-changing landscape presented by the COVID-19 pandemic.



POLICES AND PROCEDURES

**SCAPE MAINTAINS
A COMPREHENSIVE
RANGE OF LIVING
POLICIES AND
PROCEDURES
TO ENSURE
COMPLIANCE WITH
OUR REGULATORY
OBLIGATIONS AND
COMMITMENT TO
BEST CORPORATE
PRACTICE**

- Employee Code of Conduct
- Anti-Bribery & Anti-Corruption Policy
- Drug & Alcohol Policy
- Gifts & Entertainment Policy
- Issue Resolution Policy
- Leave Policy
- Modern Slavery Policy
- Risk Management Policy
- Risk Appetite Statement
- Risk Management Framework
- Technology Policy
- Whistleblowing Policy
- Work Health & Safety Policy
- Workplace Behaviour Policy
- Workplace Surveillance & CCTV Policy
- Business Description

PEOPLE PROCESSES

DELEGATION OF AUTHORITY

Scape has in place detailed delegations of authority which operate as an internal check for ensuring appropriate approvals are received before agreements are executed or financial commitments are made. Broken down by roles, business units and financial value, the delegation of authority document is a formal safeguard to ensure greater levels of internal corporate and financial compliance.

UNIVERSAL HUMAN RESOURCES INFORMATION SYSTEM

The Scape People Team have implemented a single human resources information system (ConnX) across all brands to ensure greater accuracy and efficiency in people processes. From emergency details to leave balances, all human resources data is carefully managed in this system.

COMPLIANCE TRAINING

The Legal, People and IT Teams provide compulsory annual compliance training for all staff each March. This compliance training addresses competition law, privacy law, workplace health & safety law, and data security matters. In addition, further online compliance training modules are compulsory for all staff to complete throughout the year.

CRIMINAL HISTORY CHECKS

As part of our risk minimisation strategy, Scape plays it safe when recruiting new members to our team and ensures that relevant roles require a criminal history check before the individual is onboarded.

'WORKING WITH CHILDREN' COMPLIANCE

Scape team members in our operational assets are required to hold relevant 'working with children' checks and provide proof of this as part of their recruitment/onboarding process.

WE REMUNERATE FAIRLY

Scape conducts annual reviews of award classifications and wages to ensure that we are remunerating our staff in accordance with all laws and regulations.

We have policies and practices to ensure that bias or discrimination in remuneration has no place in our annual remuneration reviews.

Scape uses a single secure online payroll system which provides additional support in ensuring compliance with employee entitlements.

WE REPORT ON GENDER EQUALITY

Each year Scape reports to the Workplace Gender Equality Agency (WEGA) on matters of gender equality in our business. In particular, we report on policies, strategies and actions taken to further gender equality as well as information on salaries, remuneration and appointments. This framework assists Scape in implementing measures to improve gender equality outcomes for our team.

**IT IS POSSIBLE TO ENSURE PROFITABILITY FOR
PEOPLE AND THE PLANET. IF WE WERE TO PROFIT
WITHOUT SUSTAINABILITY, WE WILL FAIL. IF WE
ARE PURPOSE LED AND OUR ENVIRONMENT,
SOCIETY AND OUR SCAP COMMUNITY IS
ENRICHED, ALONG WITH OUR BOTTOM LINE, THEN
WE HAVE ACHIEVED OUR AMBITION:
'TO BE THE EARTH'S BEST LIVING COMPANY'**



DISCLAIMER

This document is provided solely for the purpose of providing a summary of Scape's ESG framework and an impression of our business as currently known, as well as proposed initiatives, facilities, amenities, services or capabilities, and the contents are not intended to be used for any other purpose. Any statements are for indicative purposes only. Scape makes no representations and gives no warranties in respect of the information provided in this document. All images and statements are based on information available to, and the intention of, Scape at the time of creation of this document and may change due to future circumstances. While every effort is made to provide accurate and complete information, Scape does not warrant or represent that the information in this document is free from errors or omissions or is suitable for your intended use. The information provided in this document should not be relied upon by you in substitution of you obtaining independent advice. Subject to any terms implied by law and which cannot be excluded, Scape accepts no responsibility for any loss, damage, cost or expense (whether direct or indirect) incurred by you as a result of any error, omission or misrepresentation in this document. All information in this document is subject to change without notice. This document is not a legally binding obligation on or warranty by Scape and is not an offer or an invitation to acquire property owned or managed by Scape or any financial products in any jurisdictions, and is not a prospectus, product disclosure statement or other offering document under Australian law or any other law. It is for information purposes only.

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