

2019 Sustainability Report

Contents

3	A Message From Our CEO
4	Our Company
6	Our Portfolio
7	Development Projects
8	Our Strategy
10	Sustainable Design
12	Key Achievements
13	Key Targets and Milestones
14	Progress on Targets
16	Our Performance
19	Our Reporting Criteria
20	Case Studies

Cover & back image: Vertical Garden, 720 Bourke St. Melbourne
This image: 1 William St. Brisbane

A Message From Our CEO

From Cbus Property's inception in 2005, sustainability has been central to the way we design, develop and manage our assets. Our buildings are built to have minimal impact on the environment, provide healthy living and working spaces for our people, and are built to stand the test of time.

Cbus Property is here for the long haul with our collaborative and innovative approach to design, which makes properties more energy efficient and contributes to resident wellbeing through environmentally sustainable features that connect our buildings to their environments.

In 2018, we refreshed our sustainability strategy to further evolve our approach for the years leading to 2030, and to ensure that we are meeting the expectations of our members, partners, customers, communities and investors. During this refresh, we reviewed our progress to date and mapped out our sustainability goals for the future – aspirations that place us not just as a market leader, but an industry leader in sustainability.

In this report, we are proud to share with you the progress that has been made in the 12 months following that decision. Our results not only show that we are delivering on our goals, but more importantly, that this strategy creates tangible value for all of our stakeholders.

Within the following pages, you will find detailed information on our sustainability performance throughout 2019. Proud highlights include:

- △ Launching our Values Based Culture program, which invests in the health and wellbeing of our people;
- △ Achieving GRESB global ranking of 2nd out of 964 other companies;
- △ Achieving the highest rated NABERS Energy portfolio in Australia, with an average rating of 5.5 stars, making significant inroads to meeting our Net Zero by 2030 commitment; and
- △ Integrating sustainability beyond our commercial assets, and into our mixed-use and residential development opportunities.

These achievements are just the beginning. As we reflect on our progress to date, we also look forward to exciting new opportunities in 2020 and beyond, to further embed sustainability into our business and drive positive change throughout our industry.



Adrian Pozzo
Cbus Property CEO



“Sustainability is core to the way we run our business. I am proud to share our achievements and demonstrate our pursuit of leadership in sustainable property design and management.”

Our Company

Cbus Property is committed to redefining excellence in property investment. We do this by developing high-quality working and built environments that deliver positive environmental, social and financial outcomes.

Cbus Property is the property development and investment arm of Cbus, the industry super fund for the Australian Construction, building and allied industries. Cbus has more than 759,000 members nationally, and over \$56.0 billion in funds under management.¹

We are responsible for the strategic performance and management of all aspects of the Cbus direct property investment business, including major investments and developments in the commercial and residential sectors.

¹ As at Dec 2019



We are driven by four core values:



Courage



Passion



Openness



Accountability

Which drive excellence in how we deliver for:



Our People



Our Members



Our Customers

Financial highlights

Returns since inception have averaged

15.88% (\$2.8 billion)

2018 – 16.15%
2017 – 15.95%

Returns for the year

12.35%

2018 – 18.63%
2017 – 24.30%

Gross value of the portfolio

\$4.8 billion

2018 – \$3.9 billion
2017 – \$3.5 billion

Value of investment pipeline

\$5.0 billion

2018 – \$4.4 billion
2017 – \$3.5 billion

Jobs created since inception

95,000¹

2018 – 90,000
2017 – 75,000

Returns and jobs figures are based on Financial Year 2019 Value of portfolio and pipeline is as at Dec 2019 so calendar year. Image: 1 William St, Brisbane

Our Portfolio

Cbus Property owns eight 'core' assets around Australia.

Our approach to asset management has led to the creation of one of the most sustainable and industry recognised commercial portfolios in Australia.

8
core assets

\$4.8 billion Total value¹

8.1 years WALE²

99.5% Occupancy rate

Western Australia

140 William St, Perth

Green Star Design & As Built⁴ – 5 star
NABERS Energy – 5.5 star
NABERS Water – 2.5 star

South Australia

50 Flinders St, Adelaide

Green Star Design & As Built⁴ – 6 star
NABERS Energy – 6 star
NABERS IEQ – 6 star
NABERS Water – 4.5 star

Victoria

720 Bourke St, Melbourne

Green Star Design & As Built⁴ – 6 star
NABERS Energy – 5.5 star
NABERS Water – 4.5 star
WELL Core & Shell Certification™ – Gold
CAF⁵ – 3 star certified

313 Spencer St, Melbourne

Green Star Design & As Built⁴ – 5 star
NABERS Energy – 5.5 star
NABERS Water – 5 star

171 Collins St, Melbourne

Green Star Design & As Built³ – 6 star
Green Star Performance – 4 star
NABERS Energy – 5.5 star
NABERS IEQ – 6 star
NABERS Waste – 6 star
NABERS Water – 3.5 star

Queensland

1 William St, Brisbane

Green Star Design & As Built⁴ – 6 star
Green Star Performance – 6 star
NABERS Energy – 5.5 star
NABERS IEQ – 6 star
NABERS Waste – 3 star
NABERS Water – 4 star

New South Wales

1 Bligh St, Sydney

Green Star Design & As Built³ – 6 star
Green Star Performance – 5 star
NABERS Energy – 5 star
NABERS IEQ – 4 star
NABERS Waste – 4 star
NABERS Water – 4 star

5 Martin Place, Sydney

Green Star Design & As Built⁴ – 5 star
Green Star Performance – 5 star
NABERS Energy – 5.5 star
NABERS IEQ – 4 star
NABERS Water – 4 star

Development Projects

Our development pipeline showcases six unique projects in pursuit of the highest sustainability benchmarks.

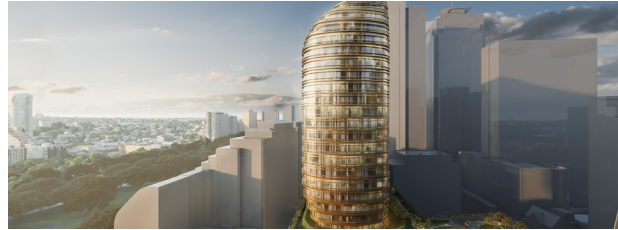


Queensland

443 Queen St, Brisbane (2021 completion)

Residential

Green Star Design & As Built v1.2 – 6 star (Design Review)
– an Australian first for a residential project



New South Wales

111-121 Castlereagh St (2022 completion)

Commercial

Green Star Design & As Built v1.2 – 5 star
NABERS Energy – 5.5 star (target)
NABERS Water – 4 star (target)
WELL Core™ – Gold (registered)

Residential

NaTHERS average rating – 7 star



South Australia

83 Pirie St, Adelaide (2022 completion)

Commercial

Green Star Design & As Built v1.2 – 5 star (target)
NABERS Energy – 5.5 star (target)
WELL Core™ – Gold (registered)



Victoria

Collins Arch, Melbourne (2020 completion)

See case study on page 20

Commercial

Green Star Design & As Built v1.1 – 5 star (Design Review)
NABERS Energy – 5.5 star (Design Review)
WELL Precertified™ – Platinum

Hotel

Green Star Design & As Built v1.1 – 5 star (Design Review)

Residential

Green Star Design & As Built v1.1 – 5 star (Design Review)
NaTHERS average rating – 7 star



435 Bourke St, Melbourne (2023 completion)

Commercial

Green Star Design & As Built – 6 star (target)
WELL Core™ – Gold (registered)



311 Spencer St, Melbourne (2020 completion)

Commercial

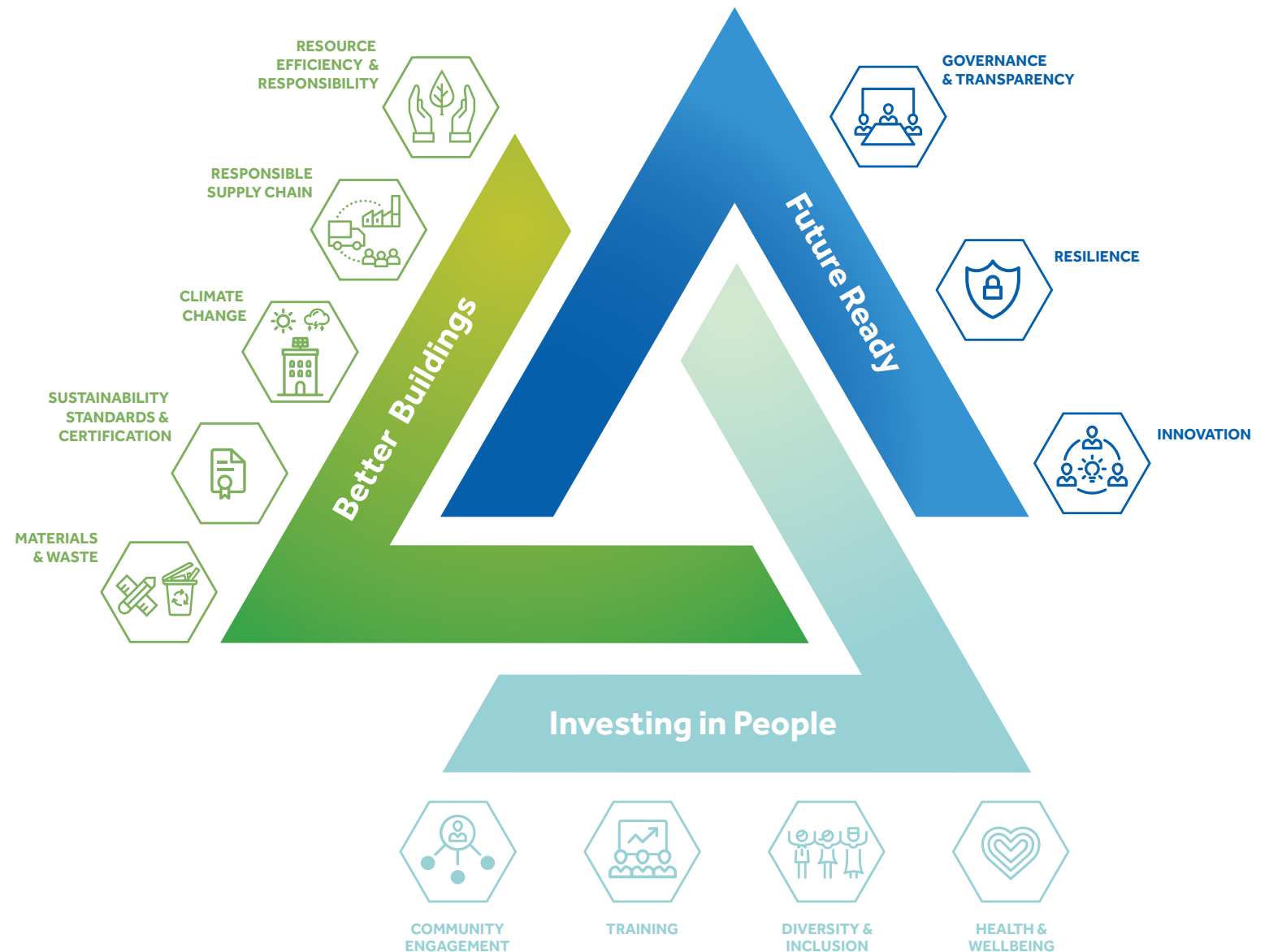
Green Star Design & As Built v1.1 – 5 star (Design Review)
Green Star Interiors – 5 star (tenant)

Our Strategy

Our sustainability strategy seeks to address our most material environmental, social and governance (ESG) risks and opportunities.

Sustainability goals and objectives are integrated into our broader business strategy, meaning that sustainability activities also deliver value to our business as a whole and to our stakeholders – our members, our customers and the community.

Our strategy aligns closely with the [UN Sustainable Development Goals \(SDGs\)](#), which have been placed alongside the relevant pillars on the next page.



Better Buildings

Developing and managing world-leading buildings that deliver positive outcomes for the environment, our tenants, our supply chains and our communities.

This means progressing towards a Net Zero carbon impact from our operations and building resilience to the future effects of climate change, having a sustainable supply chain and maintaining the highest possible sustainability credentials.



Future Ready

Preparing our business for the future by identifying our long-term material risks.

This means investing in cutting-edge innovations that enhance the resilience of our business, our assets and our communities.

This pillar also includes the establishment of governance and reporting processes for our sustainability goals and objectives.



Investing in People

Creating healthy, happy and inclusive places to work and live.

This means putting people at the centre of the way we conduct business, the design and management of our buildings, and by investing in our people and our communities.



Sustainable Design

Our focus on sustainable design has helped us to create not only one of the most sustainable portfolios in Australia, but also one of the highest performing portfolios from a commercial perspective.

Cbus Property is in a rare position to design and develop all of our own buildings. This has been key to our success in achieving strong sustainability outcomes across our portfolio.

Sustainable design is at the forefront of all our new commercial, mixed-use and residential projects. We assess all potential development projects for sustainability risks and opportunities, and integrate sustainability targets at the initial stages of the design process.

To verify building performance against these targets, we use industry-recognised sustainability certification schemes such as Green Star, NABERS and WELL Certification™.

For all of our commercial projects, we have minimum targets, however our commitment to leadership excellence means we are constantly exceeding these minimum standards.

Where feasible, our residential developments will also target Green Star certification and a minimum NatHERS rating of 7 stars.

Our minimum design standards:



5 star Green Star
Design & As Built certification



WELL Core™
Gold certification



NABERS Energy
5.5 star Design



What is sustainable design?



Collaborative
and integrative
design process



Future-proof
design principles



Highly specified
façades



Robust
construction
practices



High quality
equipment,
materials and
finishes



Extensive
commissioning
and tuning
process



Independent
verification



Safe and
inclusive

Image: 443 Queen St. Brisbane

Key Achievements

In 2019, Cbus Property made great progress towards achieving our ultimate goal of leading the property investment sector with one of the most sustainable asset portfolios.

Image: 1 William Street, Brisbane

5.5★
NABERS
OFFICE
ENERGY
PORTFOLIO

Based on 100% of all buildings rated in portfolio.

5.4★
NABERS
OFFICE
INDOOR ENVIRONMENT
PORTFOLIO

Based on 49% of all buildings rated in portfolio.



443 Queen St, Brisbane
achieved Australia's first 6 star Green
Star Design & As Built v1.2 Design
Review for a residential project

3.9★
NABERS
OFFICE
WASTE
PORTFOLIO

Based on 34% of all buildings rated in portfolio.

3.9★
NABERS
OFFICE
WATER
PORTFOLIO

Based on 100% of all buildings rated in portfolio.



**2nd globally of all
GRESB participants**

1st 🏆

most energy-efficient
(NABERS Energy)
portfolio in Australia²

↓ 5% ☁️

reduction in carbon intensity¹

↓ 2% ⚡️

reduction in energy intensity¹

51% 🗑️

recycling rate across the portfolio

320,000 KWh ☀️

of renewable electricity generated
by our onsite solar panels in 2019

NABERS ratings as at December 2019

¹ Compared to the previous year (2018)

² NABERS Sustainable Portfolios Index 2020

Key Targets and Milestones

Our sustainability strategy includes clear milestones and objectives that we will use to track progress towards meeting our long-term goals.

2020

Better Buildings

- Achieve a 5.5 star NABERS Energy portfolio rating
- Achieve a 4 star NABERS Water portfolio rating

Investing in People

- Meet our gender diversity target of 40% representation for all employees
- Pursue a WELL Core™ Gold certification for all new commercial developments post 2020

Future Ready

- All development projects include a Climate Change Resilience and Adaptation assessment

2021

Better Buildings

- Achieve carbon neutral certification for our Victoria-based assets
- Pursue a minimum NatHERS 7 star rating for all new residential developments

Investing in People

- Develop a community engagement strategy for the organisation
- Launch our Modern Slavery inaugural statement

Future Ready

- All new commercial developments to quantify embodied carbon impact

2022

Better Buildings

- Achieve a 5 star Green Star portfolio rating
- Achieve a 75% recycling rate for operational waste
- Achieve a 90% recycling rate for construction and demolition waste

Investing in People

- Certify all of our core assets under the Cleaning Accountability Framework (CAF)
- Achieve a WELL portfolio score covering all assets

2030

Better Buildings

- Achieve Net Zero carbon emissions for core assets

Progress on Targets

2019 was a year of significant activity in our sustainability program, thanks to the work completed in 2018 to set clear and achievable, but ambitious targets for our sustainability strategy. Our progress towards meeting these targets can be seen in the table below.

Our 2020 objectives will build on this progress. Key priority areas for 2020 will be the implementation of our Responsible Supply Chain program, advancing our Net Zero program and further embedding sustainability into our business.

Material Issue	2019 Targets	2019 Progress	2020 Targets
Better Buildings			
Resource Efficiency & Responsibility	Achieve a 2% reduction in energy, emissions, water and total waste.	Achieved a 2% reduction in total water and energy consumption, a 5% reduction in total carbon emissions, and a 7% reduction in total waste generation. See performance results on page 16.	Achieve a further 2% reduction in energy, carbon emissions, water and waste generation across the portfolio.
Climate Change	Develop Climate Change Adaptation Plan for 100% of our core assets.	Developed Climate Change Resilience and Adaptation Plans for all core assets, and also for all current commercial developments.	Develop a Net Zero carbon strategy for the portfolio. Integrate adaptation and resilience measures into asset management and capital plans.
Sustainability Standards & Certifications	Work towards achieving our 2020 target of 5.5 star NABERS Energy average and 4.0 star NABERS Water.	Met our NABERS Energy 5.5 star target 12 months earlier than planned, making Cbus Property the highest NABERS Energy portfolio in Australia. We also made progress towards our 2020 NABERS Water target by achieving a 3.9 star rating in 2019. 447 Collins achieved 5 star Green Star Design Review and Platinum WELL Precertified™.	Develop a Green Star Performance 5 star strategy. Maintain our NABERS Energy 5.5 star and achieve a NABERS Water rating of 4 star. Expand IEQ and Waste NABERS ratings to 100% of the portfolio.
Materials & Waste	Develop a set of minimum requirements for using sustainable and ethical materials in our projects. Achieve a recycling rate of 60% across our core commercial assets.	Refreshed our Environmental Management Plans (EMPs) which included provisions for the selection of materials and consumables used in our buildings. We also included minimum standards for the selection of building materials as part of our commercial projects. Increased our portfolio recycling rate from 49% to 51%, falling short of our target. Recycling is a key priority for our assets in 2020.	Develop and implement a program specifically targeting construction, demolition and refurbishment building waste. Achieve a recycling rate of 60% for operational waste across the portfolio.
Responsible Supply Chain	Complete a Supply Chain risk assessment of our organisation.	Completed Supply Chain Risk Assessment in November 2019, with a focus on modern slavery risks.	Develop and implement a Modern Slavery Action Plan to address modern slavery risks within our supply chain.

Progress on Targets (continued)

Material Issue	2019 Targets	2019 Progress	2020 Targets
Investing in People			
Community Engagement	Develop a broad Aboriginal and Torres Strait Islander apprentice strategy for development projects under our control.	As part of the Cbus Reconciliation Action Plan (RAP), Indigenous apprenticeships targets are now part of our standard brief when contracting builders.	Implement a community investment reporting system to capture and measure the contributions to our communities.
Training	Create a sustainability working group within the organisation to further progress our ESG milestones.	Formed a Sustainability Management Committee, chaired by the Chief Operating Officer (COO) and held its first meeting in December 2019.	Continue rolling out training to all employees on key ESG matters, with a particular focus on emerging issues such as modern slavery.
Diversity & Inclusion	Continue to work towards achieving our diversity targets for female representation in the workforce.	Our People Committee has expanded its scope to include implementation of programs to achieve our diversity and inclusion targets.	Achieve our corporate gender representative targets of 40% for all employees, and 25% at executive and senior leaders levels. Establish targets across other areas of our diversity and inclusion strategy.
Health & Wellbeing	Create a health and wellbeing working group for the organisation.	Our People Committee has expanded to include our Wellness program, which has the responsibility to implement the health and wellbeing initiatives.	Implement a new health and wellbeing resources hub and aim to achieve 40% participation in the program across the organisation. Develop targets and measures to track the performance of our Health and Wellbeing program and activities.
Future Ready			
Governance & Transparency	Update and align our whistle-blower policy with industry best practice.	Our whistle-blower policy was updated in March 2019 to reflect best practice.	Refresh our Green Leases to reflect best practice standards and integrate into all new lease deals.
Resilience	Climate Change Adaptation assessments to be incorporated as a minimum requirement for all new commercial developments.	311 Spencer and 447 Collins have included a Climate Change Adaptation Plan as part of their 5 star Green Star Design & As Built ratings.	Conduct a business-wide resilience risk assessment to assess community, social and other potential and emerging risks and long-term impacts to our business.
Innovation	Formalise an innovation working group within the organisation.	An innovation working group has been established to drive innovation across our asset management and development teams.	Assess feasibility and pilot new technology and solutions identified in our innovation forum.

Our Performance

Cbus Property's sustainability program has been integrated systematically into the way we manage our assets. We use a portfolio-wide approach to set standards and targets, and rely on our experienced onsite management teams to implement our sustainability program and drive the performance of the asset.

We also provide support for innovation and trials of new technology to make our buildings more environmentally efficient, improve indoor environment quality and enhance our tenants' experience.

To verify the results of our sustainability program, we use well-regarded industry building certification schemes such as NABERS, Green Star and WELL™ to measure our performance and benchmark us against other buildings. As at December 2019, Cbus Property was ranked the most energy-efficient portfolio in Australia, achieving a NABERS Energy 5.5 star average rating (without GreenPower). We plan to expand NABERS IEQ and waste ratings across our portfolio in 2020 and are targeting a 5 star Green Star Performance rating across the portfolio by 2022.

Tenant-focused sustainability program

The experience of our tenants is paramount, which is why we have a broad tenant engagement program in place to ensure a collaborative approach to managing our buildings. We run extensive tenant programs throughout the year such as:

- Promoting health and wellbeing

- Raising environmental awareness and helping make the building more environmentally sustainable
- Campaigns with various community organisations and charities
- Promoting NABERS Energy Co-Assess ratings certifying the base building and tenant space together.

We also run annual Tenant Engagement and Satisfaction surveys to gain insights into how to improve our buildings and assess our tenants' needs. The results of our 2019 Tenant Survey showed we scored 90%, which exceeds the Premium TSI (Premium Tenant Survey Index) benchmark, and includes 60 other premium/A-grade assets in Australia.

Sustainability performance indicators

Cbus Property tracks the performance of our portfolio and assets against key Sustainability Performance Indicators that cover a range of environmental and social sustainability aspects. We also set annual targets against these indicators to improve performance over time. We will continue to expand on our key measures as we grow and evolve our sustainability program.

Our results show a significant improvement across all key indicators, demonstrating our continued focus on sustainability across our portfolio.





Sustainability performance highlights

Energy intensity

↓ **14%** 307 MJ / m²
since 2016

Carbon intensity

↓ **10%** 49 kg CO₂-e / m²
since 2016

Waste intensity

↓ **30%** 6 kg waste / m²
since 2016

Recycling rate

↑ **6%** 51% diverted
from landfill
since 2016

Water intensity

↓ **7%** 631 litres / m²
since 2017

Tenant satisfaction

90% Premium Tenant
Survey Index

Community investment











\$250,000
for 2019 (through cash and in-kind
donations, leverage, foregone revenue
and volunteering time.)

Gender diversity

39% female
representation

Image: 1 William St, Brisbane
For more detailed information on our assets' performance against our Sustainability
Performance Indicators, please refer to the 2019 Sustainability Datapack available on [our website](#).

Our Performance (continued)

	 Net Lettable Area (m ²) ¹	 Energy Intensity (MJ / m ²)	 Carbon Intensity (kg CO ₂ -e / m ²)	 Water Intensity (L / m ²)	 Recycling Rate (% diverted from landfill)	 NABERS Energy (star)	 NABERS Water (star)	 NABERS IEQ (star)	 NABERS Waste (star)	 Onsite Solar Electricity Produced/Consumed (kwh)
1 Bligh St, Sydney	41,899	323	63	504	52	5.0	4.0	4.0	4.0	0
1 William St, Brisbane	75,596	206	46	659	36	5.5	4.0	6.0	3.0	0
140 William St, Perth	41,753	314	51	1,062	42	5.5	2.5	NR	NR	62,676
171 Collins St, Melbourne	31,474	314	38	579	72	5.5	3.5	6.0	6.0	117,210
313 Spencer St, Melbourne	29,421	639	74	519	63	5.5	5.0	NR	NR	0
5 Martin Place, Sydney	31,074	299	56	704	44	5.5	4.0	4.0	NR	0
50 Flinders St, Adelaide	21,115	144	12	391	98	6.0	4.5	6.0	NR	104,966
720 Bourke St, Melbourne	46,934	312	41	482	60	5.5	4.5	NR	NR	34,834
Cbus Property Portfolio	319,266	307	49	631	51	5.5	3.9	5.4	3.9	319,687

NR - not rated

For more detailed data and information, refer to our Sustainability Datapack available on [our website](#).

¹ As at December 2019 office NLA

Our Reporting Criteria

Reporting boundary

The 2019 Sustainability Report covers Cbus Property's core investment assets that are under management and have achieved over 75% occupancy.

Reporting period

This report discloses performance data based on a calendar year (1 January to 31 December), unless otherwise stated.

Greenhouse Gas Emissions Methodology

National Greenhouse and Energy Reporting (Measurement) Determination 2008 (2018 Update).

Scope

Sustainability data reporting scope includes:

- Scope 1 carbon emissions – natural gas, diesel, fugitive emissions from refrigerants
- Scope 2 carbon emissions – electricity (supplied by the grid)
- Scope 3 carbon emissions – waste to landfill, and emissions associated with the distribution and transmission of electricity and gas
- Energy – consumed from sources such as natural gas, electricity from the grid network, renewable solar energy from onsite solar and diesel, and is reported for base building

- Waste – operational waste and disposal method, either recovered/recycled or sent to landfill. Recycled waste streams include cardboard/paper, commingled, organics, coffee cups, soft plastics, coffee pods, batteries, e-waste, cartridges and security paper. Landfill includes waste sent to landfills or bioreactors
- Water – potable and non-potable water consumed by the whole building
- Diversity – female representation across all employees
- Community Investment – including cash and in-kind donations, leverage, foregone revenue and volunteering time

Metrics

- Tenant satisfaction – Campbell Scholtens Premium Tenant Survey Index
- Intensity metrics – use net lettable area (NLA) of the building as a normalising factor to determine the intensity of energy, carbon emissions, water and waste, and is the standard metric used to benchmark performance against other buildings
- Recycling rate – is the proportion of waste that has been recycled compared to the total waste generated at the asset

Estimates

Where complete information is not available, estimates have been made by extrapolation from known activity data.

Current levels of estimates in 2019 report are less than one per cent of all data reported.

Sustainability data and reporting system

All environmental performance data is collected and stored on a single platform ENVIZI. The ENVIZI platform enables Cbus Property to actively manage our sustainability indicators and maximise the efficiency of our assets.

Environmental data is captured through an automatic process using electronic invoices from our energy, gas and water retailers. Some data is captured manually for some data sources that are not able to be fully automated.

The integrity and accuracy of the data reported through ENVIZI is of utmost importance and is validated by internal and external data quality assurance processes.

Assurance

Limited assurance provided by NDevr independently verifies the systems used to report are robust and data reported is accurate. Assurance standard is ASAE3000. Visit our website for a copy of the Limited Assurance report.

For more detailed sustainability data, please refer to our 2019 Sustainability Datapack, available on [our website](#).



Images: Collins Arch, Melbourne



Case study: Better Buildings

Excellence in sustainable, mixed-use development

Collins Arch, Melbourne

Collins Arch is a luxury mixed-use development comprising of a 294-room five-star hotel, 184 luxury residential apartments, 49,000 square metres of premium-grade office accommodation, shops and 2,000 square metres of public space.

Due for full completion in late 2020, this unique project showcases Cbus Property's excellence in mixed-use development and also our approach to integrative sustainable design. With sustainable design principles and standards set across the entire precinct, the whole project is set to achieve a 5 star Green Star rating encompassing residential, commercial and the hotel.

Hotel

Healthy and sustainable material selections together with efficient systems and appliances are features of the design. State-of-the-art technology, such as the room-management software, will allow energy-efficient operations, as well as an enhanced guest experience. The hotel also supports sustainable transport by providing 24% of car spaces with electric vehicle charging stations.

- 5 star Green Star Design & As Built (Design Review)

Apartments

The design of the 184 apartments focuses on the selection of sustainable materials, and excellent environmental performance to

provide residents with luxurious, healthy and efficient homes, with state-of-the-art individual dwelling energy monitoring.

- 5 star Green Star Design & As Built (Design Review)
- 7 star NatHERS average rating performance across all residences

Commercial offices

The commercial spaces deliver best practice sustainability outcomes while providing premium-grade accommodation that supports the health and wellbeing of both the occupants and visitors.

Features include access to end-of-trip facilities that support 15% of the occupants to cycle and exercise, and architectural features that encourage healthy eating and physical activity, while also providing a space that is comfortable and healthy to occupy. To further support sustainable transport, 33% of car spaces have electric vehicle charging stations.

Sustainability features such as access to daylight and increased outside air have been selected to provide high quality, healthy and productive working spaces. In addition, enhanced base building egress stairs with natural daylight and upgraded finishes have been provided to encourage tenant inter-floor movement. There is also a wellness studio with direct access to natural light.

- 5 star Green Star Design & As Built (Design Review)
- NABERS Energy 5.5 star commitment agreement (Design Review)
- Platinum WELL Precertified™

Case study: Better Buildings

Ensuring fair work for cleaners



More than ever, our cleaners are being recognised for the critical function they provide to our buildings and tenants. Sadly, cleaners are vulnerable to exploitation and unfair, unsafe and unethical practices and are a potential area for modern slavery risks in the supply chain.

In 2018, Cbus Property became a supporter of the Cleaning Accountability Framework (CAF). The CAF is a certification program that ensures cleaners are treated fairly and respectfully and provided the same basic labour and human rights that many of us take for granted in our workplaces every day.

In late 2019, we were extremely proud to receive 3 star CAF certification at 720 Bourke Street, Docklands, which was the first in the Cbus Property portfolio. The result is a testament to the commitment and collaboration from the property management team, cleaning company and cleaning team members.

This is just one of many assets to be certified, with Cbus Property working towards obtaining CAF certification across our entire core portfolio by 2023, ensuring all our cleaners are safe and treated fairly.

CAF is an important initiative as part of our Responsible Supply Chain program, which aims to mitigate modern slavery and other ESG risks, and partner with suppliers that share our sustainability goals and aspirations.

Case study: Better Buildings

On the road to achieve Net Zero carbon emissions by 2030



In 2018, Cbus Property committed to achieving Net Zero carbon by 2030 for our core portfolio through the World Green Building Council's Advancing Net Zero initiative. This commitment to Net Zero stems from our belief that we have a role to play in mitigating carbon emissions, and facilitating the transition to a decarbonised economy.

Since making this commitment, we have been steadily implementing our strategy to achieve Net Zero. We have done this by significantly improving the energy efficiency of our assets, achieving a 14% reduction since 2016 via energy-efficient practices, the use of BMS optimisation software and technology, and upgrades to plant and equipment. We have also installed onsite solar PV systems on four of our assets, and are planning solar systems for our other assets. To offset remaining energy requirements, we are working to source 100% renewable electricity through Power Purchase Agreements.

In October 2019, Cbus Property's business operations became Carbon Neutral Certified through Climate Active's national carbon neutral certification scheme. This means we have zero carbon impact from business-related activities, including our offices in Melbourne, Brisbane and Sydney, all goods and services we use and our business travel.



Image: Solar, 50 Flinders St, Adelaide



Case study: Future Ready

Adapting to climate change

Climate change poses a risk to Cbus Property's buildings, tenants and communities, both now and in the future.

To ensure the long-term success of the business, our portfolio needs to be resilient to the impacts of extreme and sudden climate events and the prolonged effects of climate change, such as increasing temperatures and changes in rainfall.

In 2019, Cbus Property finalised a Climate Risk Assessment to improve our understanding of future climate risks to our portfolio. The process identified potential risks, mapped out the current controls in place to manage those risks and planned out future projects to enhance the resilience of buildings and their systems, as well as improve our operational management of buildings and occupants.

Cbus Property has now integrated Climate Change Risk into the screening of potential new site acquisitions and made it mandatory for new development projects to have Climate Change Resilience and Adaptation Plans built in as part of the design process.



Case study: Future Ready

COVID-19 response and recovery

Cbus Property is committed to supporting tenants and retailers during and beyond the COVID-19 virus pandemic.

The Asset Management team implemented a range of measures to reduce the risks to our tenants and guests. Since the Federal Government's introduction of social distancing and commercial lockdowns, we have been focused on working with our tenants and retailers to support them through this time and ensure they come out of this period in a sustainable manner, ready for the future.

Management has also been ensuring we minimise any impact to our onsite building management teams by redirecting resources to alternative tasks and projects.

The current focus is to distribute building-specific Return to Work Guidelines as our tenants prepare to return to the office. We are working to mitigate the risks of infection and maintain social distancing while ensuring safe movement through our buildings.

The COVID-19 pandemic has emphasised how quickly markets and environments can change and influence the way we work, how we design healthy and resilient workplaces, and how we can use technology to enhance the wellness of our spaces, including monitoring of air quality, increasing levels of fresh air and improving cleaning practices.

Cbus Property is committed to assist in the economic recovery through investing in new development projects – creating employment opportunities and supporting the interests of our members.

Image: 720 Bourke St, Melbourne

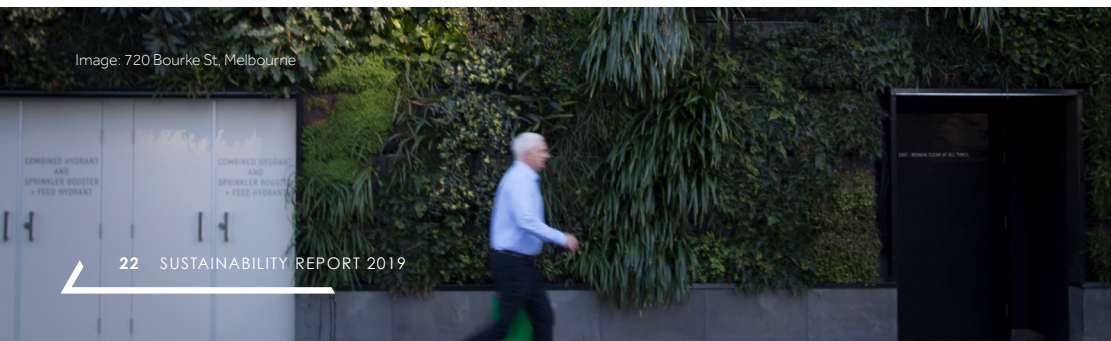


Image: William St, Brisbane





HEALTH &
WELLBEING

Case study: Investing in People

Employee Health & Wellbeing program

From our experience in designing and managing healthy and productive workplaces, we know that investing in our people is key to creating a successful company.

In 2019, Cbus Property updated its Health and Wellbeing program to respond to the changing needs of our people. We aim to build and maintain a workplace environment and culture that supports, promotes and improves the health and wellbeing of our people, and unlocks the full potential of our organisation.

The relaunched Health and Wellbeing program identifies wellness broadly across six key themes – physical, social, emotional, spiritual, environmental and intellectual. The program is supported by a cross-functional people committee, which implements initiatives to improve these key areas.

Some initiatives already implemented include health allowances to support health club and other memberships, ensuring access to active transport facilities, providing superior indoor working environments, access to health checks, vaccinations, healthy meals and snacks and a new online Health and Wellbeing service hub.

Early engagement shows a positive response to the program, with a participation rate of over 70%. Results are also monitored through key health indicators such as absenteeism, sick leave and indoor environment quality. The annual employee survey also provides a pulse check and helps to identify new areas of focus to integrate into the program.



COMMUNITY
INVESTMENT

Case study: Investing in People

140 Library – a ‘novel’ way to bring the community together

In May–June 2019, the team at one40William Street launched the 140 Library, a unique community engagement initiative to create a sanctuary within the city.

The activation involved creating two plush pop-up libraries in the precinct – one in the commercial lobby and the other amongst the retail tenants. The libraries included an extensive community book exchange, built for relaxation and to promote a return to reading paperback books.

Western Australian authors were offered the space for free to launch their books or book club events. Among them were prominent Perth ‘Confidence Queen’ Dr. Katherine Iscoe, who launched her new book, *Body Confidence* and Indigenous mental health advocate Brooke Blurton, who hosted a free event.

The community was also encouraged to unleash its passion for creativity, reading and writing through a poetry competition.

This event showcased a unique way to engage the communities surrounding our assets, promoting culture and arts, and a way to connect with one another in an ever-busy and digital world.



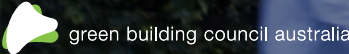
Image: Health and Wellbeing at 720 Bourke St



Image: 140 Library activation



Level 14, 447 Collins St,
Melbourne VIC 3000
cbusproperty.com.au



Cbus Property is a
Climate Active Carbon
Neutral certified
organisation