

	REALESTATE GROUP		
	Corporate Social Investment Policy for the RDC Properties Group of Companies		
	Approved on 5 December 2023	Version 3.0	

APPROVAL

Date	5 December 2023 (Update)
Approved by Board Representative	Federica Giachetti
Reviewed by Executive Chairman	Guido R Giachetti
Reviewed by Chief Executive Officer of Properties and Corporate Affairs	Gary Fisher

KEY STAKEHOLDERS

Governing Body	Board of Directors
ESG Committee	Committee delegated to oversee, review and make recommendations for the Group's Governance
Executive Chairman	Guido R Giachetti
The Manager, The Management Company	Property and Asset Management Limited, so long as the current management agreement with RDC continues, and its successor should it be terminated, and/or its subsidiaries or outsourced service providers.
Management Team – “The Manager”	Management and Staff of the Manager

Preamble

The Terms of Reference of the ESG Committee include the Company's interaction with stakeholders and the communities in which it operates, and the role of the Company in society including: ethical/responsible sourcing and social aspects and labour standards of the supply chain (including child labour and modern slavery), and engagement with and contribution to the broader community through social projects and charitable donations.

1. Purpose of the Corporate Social Investment Policy

- 1.1 This Corporate Social Investment Policy applies to the RDC Properties Group. The Group has developed a Corporate Social Investment Policy, which is in line with the company's strategy and contributes to its overall mission and vision of “owning and managing strategic property assets that add value to the communities we serve”.
- 1.2 RDC Properties Limited (“RDCP” and Group companies) believes that it is fundamental to improve the lives of the disadvantaged communities in which it operates in and embraces the purpose of adding value to the communities it serves.
- 1.3 RDCP's Board is committed to implementing the Group value statement on an ongoing basis.

2. General Principles of the Policy

- 2.1 RDCP has set as a strategic statement the following purpose:

**WE OWN AND MANAGE STRATEGIC PROPERTY ASSETS
THAT ADD VALUE TO THE COMMUNITIES WE SERVE**

2.2 In analysing the statement above, the Group has identified the “who” in the Community and this means:

- Shareholders and business partners
- Tenants and hospitality customers
- Local citizenry
- Management and staff.

2.3 The Group’s activities shall always take into consideration the following essential pillars:

- Financial Capital (profit to shareholders and free cash flow of the Group)
- Natural Capital (environment as a valuable resource)
- Human Capital (the importance of staff, tenants and customers’ welfare)
- Social Capital (employment creation, community upliftment, youth education).

2.4 The overriding principles of the Group Social Investment Policy are represented in this schematic diagram:

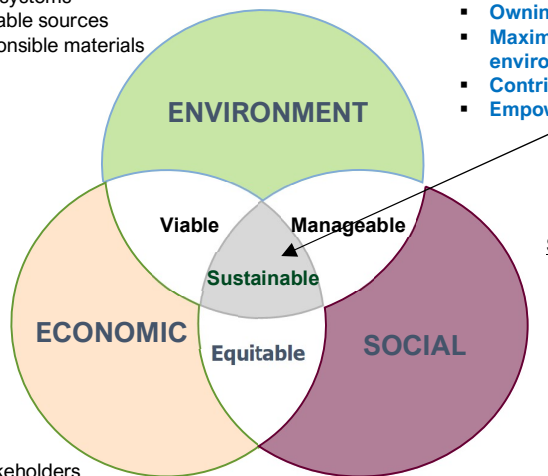
MAKING SURE ALL OUR INVESTMENTS ARE APPROPRIATELY PLANNED, DESIGNED AND MANAGED FOR SUSTAINABILITY

ENVIRONMENT

- Measuring and minimising CO₂ and air emissions
- Measuring and minimising use of potable water
- Adopting waste management systems
- Procuring energy from renewable sources
- Utilising environmentally responsible materials

OBJECTIVE

- **Owning appropriate ASSETS**
- **Maximising financial returns whilst prioritising environmental considerations**
- **Contributing to the welfare of our host countries**
- **Empowering and educating our people**



SOCIAL

- Supporting education and health for all
- Supporting training programmes
- Promoting safety and security
- Aiding indirectly via NGOs

ECONOMIC

- Ensuring fairness to all stakeholders
- Promoting innovation in design
- Enabling long-term viability

COMMITMENT TO A SUSTAINABLE WORLD

2.5 In formalising the Corporate Social Investment policy of RDC Properties Limited we need to take cognisance of the wider Group value system.

Our Value System



3. Business Ethos

3.1 RDCP promotes the values of the wider Group by upholding the same value system. The business ethos of the Group must respect the values of:

- Integrity
- Entrepreneurship
- Accountability
- Respect and Empathy
- Encouraging competence and inclusiveness.

3.2 All employees within the Group and service providers are expected to conduct business in a manner that enhances the Group's reputation.

3.3 The Group Code of Ethics applies to all employees, directors, and partners of the RDC Properties Group. Agents, Representatives, and consultants of the Group are expected to act in the Group's best interest and therefore in accordance with the same high ethical standards.

4. Principles

The Group Corporate Social Investment Policy will need to take the following pillars into consideration alongside the aim of maximising financial returns:

4.1 Natural Capital - Environment

4.1.1 We value the natural environment and are passionately committed to sound environmental practices in our operations.

4.1.2 Our businesses comply with relevant environmental laws and regulations and adopt the following principles:

- Commit and contribute towards sound environmental practices in our daily operations.
- Improve the efficiency of our use of raw materials and energy.
- Minimise emissions and waste.
- Invest in renewable energy projects and assets.
- Respond to community concerns with integrity, honesty, and respect.
- Seek out suppliers who have a proactive approach to environmental risk management and who manage natural resources responsibly.

4.2 Human Capital - People

- 4.2.1 RDCP values the entrepreneurial spirit of The Manager and accountability of all staff and management.
- 4.2.2 The enterprising spirit of The Manager's employees is one of our great assets. Employees should be treated justly and fairly and rewarded for their achievements. Competence is essential to improvement and therefore should be regarded as a core value of each member of the Group.
- 4.2.3 The company shall embrace inclusiveness both in terms of gender/religious/cultural equality and on all aspects of human behaviour.
- 4.2.4 RDCP will ensure that The Manager's employment policies commit to:
- Providing a safe and healthy working environment through best practice in health and safety management in all our businesses.
 - Being an equal opportunities employer, committed to developing a diverse workforce where everyone is treated fairly irrespective of race, nationality or national origin, class, religion, age, disability, marital status, sexual orientation, gender identification, political opinion, or any other status protected by applicable law.
 - Creating an environment where everyone is encouraged to give their best and realise their full potential, through the provision of learning and development opportunities.
 - Ensuring that employees can discuss any problem connected with their work, confident that they will receive a fair, impartial, and confidential review of the issue.
 - Individual's right to freedom of association is respected. RDCP will respect both collective and individual agreements, according to local labour law and practice.

4.3 Social Capital - Community

- 4.3.1 We aim to make a positive contribution to the communities in which we operate and to be a responsible neighbour. Our businesses endeavour to encourage employment creation wherever possible.
- 4.3.2 Our CSI programmes encourage our partners to be active in the community, allow reasonable requests for volunteering time and provide financial support for community upliftment.
- 4.3.3 Our social projects prioritise youth education and youth in general, and support arts and crafts.
- 4.3.4 We are committed to being a responsible and valuable partner in the supply chain, continuing to build a sustainable business that serves its customers, indirect employees and shareholders and the communities in which they live.

5. CSI Programme Objectives

The following are commonly shared objectives of RDCP's CSI programme:

- 5.1 To develop and empower disadvantaged communities in the social, economic and environmental spheres for the sustainability and long-term growth of the countries in which we operate.
- 5.2 To build and improve relationships with the Group's existing and potential stakeholders through forming mutually beneficial partnerships.
- 5.3 To create and enhance the Group's reputation as a caring corporate citizen.
- 5.4 To support Group service providers in their effort of attracting qualified, socially responsible staff to the Group as well as retain and enhance the loyalty and pride of existing staff in the Group.
- 5.5 To increase customer goodwill and loyalty in acknowledgement of our CSI activities.
- 5.6 To support the strategic positioning of the RDCP as a contributor to the development of education and disadvantaged communities.

6. Criteria for selecting projects

The following criteria shall be considered in the support of projects:

- 6.1 The funding and sustainability of the organisations and/or projects identified must be considered.
- 6.2 Organisations and projects identified for financial support by RDCP shall primarily target the following areas:
 - Disadvantaged and vulnerable women and children
 - Education
 - Youth
 - Arts and Culture
 - Environmental Impact.
- 6.3 All organisations and projects identified for financial support by RDCP must:
 - Have an ultimate objective of improving the quality of life of members of disadvantaged communities in the jurisdictions where RDCP is invested
 - Have an established track record and be able to demonstrate good internal controls and some form of sustainability
 - Be implemented by organisations with a solid track record and/or be registered as Non-Profit Organisations.

7. General Exclusions

RDCP will not offer financial support to:

- 7.1 Political parties or groups with partisan political affiliations
- 7.2 Labour movements/Unions
- 7.3 Organisations that have no verifiable track record and/or are not registered as Non-Profit Organisations.

8. Decision-Making Structure & Roles and Responsibilities

- 8.1 Oversight of the CSI programme falls within the responsibility of the ESG Committee, which shall delegate to the relevant executive director from time to time.
- 8.2 The ESG Committee is responsible for:
 - Determining the CSI Policy and Strategy
 - Recommendation of RDCP's CSI Budget, based on proposals from the Executive
 - Recommendation of selected projects for investment
 - Monitoring the implementation and outcome of CSI initiatives.
- 8.3 CSI co-ordinators or managers shall be appointed from time to time in the various regions and report to The Manager's executive who shall ensure all recommendations for financial support are tabled with the ESG Committee.
- 8.4 CSI Co-ordinators' responsibilities will include:
 - Identifying, screening and selecting CSI projects
 - Compiling project budgets and managing CSI expenditure within approved budgets
 - External and internal CSI reporting
 - Managing the implementation of selected projects on a day-to-day basis.

9. Communication

The aim of the communication on RDCP's CSI initiatives is to enhance the company's reputation for good corporate citizenship and ensure that staff, the Executive Committee, customers, investors, potential partners and all relevant stakeholders are kept informed.

9.1. Internal Communication

The internal communication will provide feedback to The Manager's staff and management on the CSI policy and strategy, projects selected, project achievements, and project volunteer opportunities. This will be communicated through the following mediums:

- Corporate Communications email
- Exco meetings
- Management Communication forums
- Desk drops
- Employee induction presentations
- Social Media (WhatsApp).

9.2. External Communication

The external communication plan will create public awareness for the Group's CSI programme and its role in community upliftment through:

- Company website
- Company brochure and other marketing tools
- Public Relations programme including press releases and publicity
- RDCP Annual Report
- Social Media (Facebook, Instagram, Twitter etc)

Full disclosure of grantees and the amount of grants made are in the best interest of RDCP in terms of good Corporate Governance and are disclosed in the annual report of RDCP.


10. Responsibility for the Success of this Policy

The RDC Properties Group has overall responsibility for this CSI Policy, however RDCP shall be provided with the opportunity on a yearly basis to discuss projects and programmes and participate in the determination of the Group CSI policies.

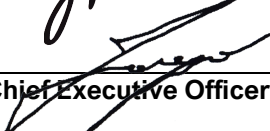
11. Review of the Corporate Social Investment Policy

The effectiveness of this policy will be monitored on an ongoing basis, and its implementation will be reviewed every three years at a minimum, or when the environment or legislation requires changes to be made.

12. Approval Signatures



Governing Body Representative



Chief Executive Officer



Executive Chairman