

Biodiversity Policy



1. Purpose

Dexus recognises that through the development, management and operations of our properties, we have an impact on, and responsibility to, the surrounding environment, natural resources and biodiversity at our sites.

This decade, 2011-2020, is the 'United Nations Decade on Biodiversity'. As a member of the International Convention of Biological Diversity, Australia has set challenging targets under the National Biodiversity Conservation Strategy 2010-2030.

Our cities and properties face increasing climate-related shocks such as extreme heat events which, if not addressed, may present significant health and wellbeing risks to building occupants and visitors. We recognise the important role that green spaces, plants and tree canopies play in reducing surface temperatures in and around our buildings.

Dexus acknowledges that through our activities as a property owner, manager and developer, we can positively contribute to protecting and enhancing biodiversity. We aim to deliver a positive impact on biodiversity and have integrated biodiversity management within our organisational strategy.

2. Policy commitments

Dexus is committed to:

1. Creating living spaces for people to interact with the outdoors within the properties we own, manage and develop
2. Enhancing, managing and reporting biodiversity outcomes within property management activities, design and construction of new developments, and when evaluating transactions
3. Targeting positive biodiversity impacts by adopting a mitigation hierarchy to:
 - a. Enhance ecological value within Dexus properties and through community activities
 - b. Avoid damage or disturbance of important or sensitive areas
 - c. Minimise negative human impacts on nature from issues such as pollution from operations
 - d. Rehabilitate or restore ecosystems via native planting and through community activities
 - e. Offsetting impacts through on-site activities and during selection of carbon offsets as part of Dexus's certification under Australia's carbon neutral program
4. Engaging in development activities that do not contribute to the extinction of the International Union for Conservation of Nature (IUCN) listed endangered species
5. Owning, managing and developing properties that are situated outside World Heritage areas and IUCN Category I-IV protected areas

3. Implementation

Property operations

For our existing portfolio, where opportunities arise, we work to create living spaces for people by integrating the environment and more natural elements into working areas while enhancing species diversity where we can. Key activities will include:

- Ensuring local native shrubbery, trees and grasses are considered within landscaping design in order to stabilise soils, prevent erosion, enhance storm water capture, contribute to healthy waterways and create habitats for native species
- Implementing practices for landscaping maintenance, and building exterior and hardscape area management that eliminate or minimise harmful chemical use, energy use, water use, air pollution, solid waste and chemical runoff
- Periodically assessing ecological diversity in accordance with established industry tools
- Expanding vegetated area where practical and economically feasible, aligning coverage of a building's footprint area with established industry tools

Transactions

Dexus will assess biodiversity issues during our investment acquisition and planning approvals processes. Key activities will include:

- Assessing biodiversity issues prior to acquisition as part of our investment due diligence process
- Integrating biodiversity considerations and risks into our investment decision making process
- Reviewing biodiversity implications for proposals to change land use

Developments

Across our developments, we are committed to enhancing and managing biodiversity outcomes on the projects we undertake. Part of this process is understanding local biodiversity at a site level, managing and mitigating biodiversity risk and identifying specific opportunities that exist for each development. Key activities will include:

- Integrating features and spaces that enhance biodiversity into our building design, and maximising the outcomes achieved for 'Ecological Value' related credits within established industry design tools
- Assessing industrial, retail and office developments to determine whether designated landscaping areas, percentage of permeable surfaces and use of native vegetation can be increased beyond minimum planning requirements
- Employing specialist consultants and project managers where required to ensure biodiversity risks and opportunities are identified and managed in developments

4. Engaging with stakeholders

Dexus is committed to collaborating with customers, employees, suppliers and the community to achieve mutually beneficial outcomes while enhancing and protecting native flora and fauna. Key activities include:

- Identifying opportunities to work with our tenants on retaining existing, and creating new vegetated spaces to encourage biodiversity especially across large industrial developments
- Providing opportunities to involve the local community, local landscaping experts or NGO groups in the landscape planning of suitable industrial and retail centres
- Supporting local community groups and research projects that seek to maintain or enhance biodiversity with in-kind donations and volunteering hours where opportunities arise
- Requiring our suppliers, as outlined in our Supplier Code of Conduct, to present Dexus with products or solutions that enhance, protect and retain native biodiversity throughout their supply chain
- Training our employees to understand the importance of protecting and enhancing biodiversity and continue to raise awareness of biodiversity risks and opportunities for our business

5. Management and review

Dexus will integrate a biodiversity reporting system into our business. The policy will be reviewed annually, and progress will be reported against Dexus CR&S objectives.

Document Control Log

Version	Document Owner	Author	Approving Authority	Approved Date
5	Sustainability	David Yates	Senior Management – GMC level	25 November 2019