



## CORPORATE RESPONSIBILITY POLICY (ESG)

### VERSION CONTROL

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## Introduction

LMW Group (LMW) is a valuation and property consultancy company listed on the Australian Stock Exchange. It offers Australia-wide services including commercial and residential valuations, research and advisory services.

This policy applies to all of LMW's operations, including subsidiary companies, joint ventures and franchises and covers the following corporate responsibility areas:

1. Environment
2. Community
3. Supply chain

LMW's overarching corporate responsibility approach also includes ethics, human rights, diversity, equal employment opportunities, fair employment and workplace health and safety. These are covered in the following associated policies:

1. LMW Code of Conduct
2. LMW Diversity Policy
3. LMW EEO, Discrimination, Harassment & Bullying Policy
4. LMW Workplace Health and Safety Policy

Implementation of this policy is the responsibility of all LMW employees.

## Philosophy

To LMW corporate responsibility means actively supporting the good health and well-being of people associated with us and the sustainability of the environment. It relates to our core values of People, Integrity, Innovation, Accountability and Fun.

We believe that good corporate responsibility practices preserves or enhances value for our stakeholders, most notably with regards to:

- Quality of service for our customers.
- Sustainability of returns for our investors.
- Quality of experience and levels of productivity for our employees.

As property valuation and advisory professionals we recognise our responsibility to achieve best practice in sustainability as it applies to our profession and services in order to provide the best results for our clients.

## Approach

LMW makes the following general commitments:

- Engage our stakeholders on the environmental, social and governance issues of consequence to them.
- Set and work to performance targets where appropriate.
- Communicate our approach and publically report our performance annually.
- Take a leadership position on sustainability in the commercial and residential property valuation and advisory sectors.
- Do no harm to people or the environment through our services and operations.
- Continuously improve.

We also make the following specific commitments:



## 1 Environment

Our environmental footprint is principally the greenhouse gas emissions associated with the energy used in our office tenancies and our business travel, as well as the consumption of materials and production of waste in the fit-out and operation of our offices. LMW has 10 offices around Australia, with an average size of approximate 240m<sup>2</sup>, as well as nine franchise offices.

This policy is implemented through our environmental management plan, known as our Green Plan.

LMW will:

- Reduce the total energy consumption of our offices for which electricity consumption data is available<sup>1</sup> by 10% over two years. Reduce the energy used in all other offices.
- Annually obtain an accredited NABERS Energy Tenancy rating for our head office.
- When procuring new premises give preference to buildings with NABERS Energy Base-building ratings of 4.5 stars or greater (where available) and those with energy efficient lighting systems.
- When fitting-out tenancies:
  - Design to help minimise energy use in operation.
  - Design to support effective recycling (paper, glass, plastic, metal and other office consumables) in operation.
  - Minimise total consumption of construction materials, avoid those with poor sustainability credentials and preference those with good.
  - Support good indoor environmental quality for occupants.
- Reduce the greenhouse gas footprint of our business travel.
- Reduce the waste output of our offices.
- Reduce the quantity of paper that we consume (within our offices and outsourced printing) by 10% over two years and only purchase paper with FSC certification and/or produced from 100% recycled post-consumer paper pulp.

Through its valuation and advisory businesses LMW can influence its client's environmental approach and performance. LMW will maintain an understanding and support the development of best practice in its business' markets, conducting research, developing internal knowledge and skills and participating in industry programmes as required.

## 2 Community

LMW will support the wellbeing of the communities its businesses are associated with or which our employees feel strongly about through giving funds and providing assistance through volunteering of our employee's time and expertise.

We will give a minimum of the equivalent 1% of our profit (corporate giving and in-kind support) per annum to charitable causes which:

1. Are property industry related and through which we can contribute to the achievement of large overall social impact by our industry; or
2. Are selected by a large group of our employees.

All charitable organisations receiving corporate giving and employee giving associated with LMW are approved by our executive.

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<sup>1</sup> Electricity consumption data is not available for all offices such as some of those gross leases.



### 3 Supply Chain

LMW's supply chain is primarily comprised of its insurance, travel, office accommodation, electricity, copying and office supplies providers. When procuring products and services at the office or company levels LMW will preference those with a demonstrated commitment and track record of performance with regards to:

- Minimising the environmental footprint of their operations, products and services;
- Operating ethically and upholding human rights; and
- Maintaining a high level of performance with health and safety.

This policy will be reviewed every two years at a minimum.