



Environmental, Social and Governance (ESG) Policy

Document	Irish Residential Properties REIT plc Company Policy
Policy Owner	Board Sustainability Committee
Policy Approver(s)	Board Sustainability Committee
Related Policies	Refer to company website for available policies and documents
Related Procedures	
Storage Location	Corporate Website
Effective Date	December 2020
Approval Date	18 February 2021 (latest version reconfirmed by the Board 21st Nov 2023)
Next Review Date	Q3 2024 or as required

Purpose

Irish Residential Properties REIT plc (the “**Company**”) and its subsidiaries (other than owners’ management companies) (collectively the “**Group**”) (together “we”, “us”, “our”,) recognise our operational impact on the communities we serve and, on our environment at large in conducting the business of the Group from time to time. Through our commitment to responsible and sustainable real estate investing and management, we seek to deliver enhanced risk-adjusted returns for our investors, become a landlord of choice and maintain our position as a practitioner of good corporate citizenship to all our stakeholders - investors, partners, employees, and the communities in which we operate and invest. This ESG policy (the “**Policy**”) provides a framework of guidelines and principles for managing our real estate practices responsibly by actively and consistently incorporating ESG factors into all aspects of our decision-making processes, along with other material investment factors consistent with the Company’s Investment Policy and strategy.

This Policy forms the core of the Company’s responsible investment, development and management beliefs.

Scope

This Policy applies to all directors, officers and employees of the Group and its service providers (“**representatives**”) and all representatives must comply with the spirit and intent of the Policy. This Policy applies to all aspects of the Group’s operations under direct operational control. In cases where the Group does not have direct operational control, it will use its position to influence and encourage appropriate ESG practices. This policy is subject to all applicable local laws and regulations.

Policy

The Group believes that responsible investment, development, property ownership, and management support our commitment to deliver on customer service, enhance resident retention, and deliver quality homes. As such, the Group is embedding consideration of ESG factors through all stages of its decision-making processes to promote healthy and inclusive workplaces, community benefits, environmental stewardship and sound corporate governance. This mission is supported by developed procedures, programs and industry best practices. The guidelines set out in this Policy may be further supplemented from time to time and by specific divisional or departmental policies.

Our ESG Commitments

As we strive to integrate ESG best practices throughout our real estate investment, development, asset, risk and talent management processes, we commit to:

1. Environmental Sustainability

We are committed to decarbonising our operations in line with the Paris Agreement's 1.5°C pathway and supporting national climate goals as outlined in Ireland's Climate Action Plan. We will set science-based emissions reduction targets across Scopes 1, 2, and 3. To achieve these goals and make measurable progress each year, we will implement energy efficiency initiatives, procure renewable energy, engage suppliers on sustainability, and take other actions across our value chain. Our climate strategy also supports the UN Sustainable Development Goals (SDGs) on responsible consumption and production, climate action, and partnerships. We will report annually on our emissions reduction progress and related SDG contributions in our annual ESG report.

We recognise the environmental impacts of real estate and construction and our responsibility to minimise our carbon footprint. We will track, report on (where data capture is possible), and work to reduce energy, water, waste, and materials consumption across our portfolio. New developments and major renovations will utilise sustainable design and construction practices, including renewable energy, electric vehicle charging, sustainable materials selection, and waste diversion goals.

We recognise the importance of transitioning to a circular economy that designs out waste, pollution, and carbon emission. To embrace circular economy principles, we will select recycled, recyclable and responsibly sourced materials with low embodied carbon, enable closed-loop approach, design for flexibility and adaptation, engage residents and OMCs on waste reduction, collaborate with vendors to recover and divert waste from landfill, and minimise total waste generation across our portfolio. We will work with stakeholders across our value chain to improve resource efficiency, reduce waste, conserve embedded energy in materials, design for the future, and procure responsibly.

We will assess climate-related risks and opportunities across our portfolio according to applicable regulatory guidelines or frameworks. Climate resilience considerations, including flooding, heat, and energy security will be evaluated and addressed at both existing and new assets.

We recognise the importance of protecting and restoring biodiversity and natural habitats. We will identify opportunities to enhance native landscaping, improve biophilia and support local ecosystems, where possible.

2. Social Sustainability

We are committed to serving our communities and creating positive local social impact. We will support local communities, economic development, and sustainability initiatives through partnerships, volunteer programs, donations, and sponsorships. Our charitable giving will align with community needs assessments and input from local stakeholders.

Our buildings aim to enhance health, wellness and quality of life for residents. We will enhance features of our portfolio including access to daylight, ventilation, air quality, circular economy, and connections to nature, where possible. Our stakeholder engagement strategy includes regularly collecting feedback from residents and partners. We will regularly engage with key stakeholders to ensure we are aware of, and are able to respond to, their expectations.

3. Governance

Our Board oversees ESG strategy and performance through a dedicated Sustainability Committee. Elements of executive compensation will be linked to ESG goals to demonstrate accountability to our commitments. We will conduct ethical business practices throughout our operations and supply chain by implementing robust anti-corruption, human rights, whistleblowing, supplier code of conduct and responsible sourcing policies.

Transparency and disclosure are key priorities. We will report regularly on ESG initiatives and progress through benchmarking platforms and publish a comprehensive annual sustainability report. Our disclosures will adhere to relevant laws and regulations, leading reporting frameworks and include independent verification.

We believe that good governance practices are essential to a successful and sustainable business, and therefore we ensure that they are integral to us. We will support our employees with the necessary training and resources required to effectively adhere to this Policy.

Responsibilities

It is the responsibility of all Group employees and partners to adhere to the Policy and keep current on all applicable policies and procedures. The Group will make the policy publicly available on the corporate website to support uptake.

Monitoring Compliance

The Board monitors compliance with the Policy and the ESG integration progress through quarterly meetings.

Review & Revisions

The Board reviews the Policy annually and revises as necessary.

Revision History

Version	Change	Author	Date	Summary of Changes
1.0	New	Irena Stankovic	18 February 2021	Approved by board
2.0	Reviewed – No Change	Anna-Marie Curry	17 November 2021	Approved by Board
3.0	Reviewed and revised	Michelle Ang	21st November 2023	Approved by Board Sustainability Committee