



# Progressing our sustainability agenda



INTRODUCTION

“Having successfully completed our first ‘comprehensive’ sustainability materiality analysis, we have identified key areas of activity which will define our approach to Environmental, Social and Governance (ESG) and sustainability.

This report is intended to communicate to all stakeholders the range of measures we have put in place and will be implementing, and the progress we have made towards our sustainability ambitions. Our approach will be to continue to focus on our environmental, social and employee responsibilities as well as key areas of good corporate governance. We are proud of what has already been achieved and will continue to target our sustainability goals in all business activities.”

Aggregate Holdings S.A.

Table of Contents

Sustainability strategy	02
Materiality pillars	03
- Environmental Matters	04
- Social Matters	06
- Employee Matters	09
- Governance Matters	11
Frameworks and indices	13
Considerations in dealing with sustainability	14
Sustainability strategy and targets	15
Sustainability roadmap	16





# Improving and developing our ESG mission

**In further developing the group's strategic focus on sustainability, Environmental, Social and Governance ("ESG") and Corporate responsibility, Aggregate has started to establish sustainability management systems together with associated reporting which will be steadily improved and developed over the medium term.**

This report is only the first stage in the company's plan to comprehensively record and report on sustainability activities and non-financial key performance indicators ("KPIs"). One of the group's key objectives is to achieve greater transparency in non-financial information and fulfil its obligations in terms of environmental responsibilities.

This report relates to the Aggregate Holdings group and therefore covers all projects and subsidiaries as consolidated in the financial statements. The company's increasing market communication and reporting on ESG matters clearly demonstrates its focus on sustainability and is being widely acknowledged by its stakeholder groups.

As part of Financial Real Estate Assets division, Aggregate also holds non-controlling stakes in listed companies, which are not controlled by the group. Aggregate has reviewed the latest published sustainability reports for the key companies in which it holds long-term stakes: Adler Group SA and S Immo AG. Both companies are relatively progressive in their ESG reporting and generally above benchmark in the sector, something Aggregate will continue to acknowledge and support wherever possible.





MATERIALITY PILLARS

As a leading real estate investor, Aggregate is aware of the company’s corporate social responsibility. Growing trends in urbanisation, global city growth and a redefining of living spaces all have an impact on its activities. Compliance with environmental standards in real estate is an absolute priority for Aggregate and the company is implementing these same standards on all subsidiaries and in future on all suppliers. Stakeholders are increasingly, and rightly, focussed on investments that evidence environmental protection, respect for social standards and corporate governance. Aggregate takes ownership of these expectations and has started to report and track Environmental, Social and Governance (“ESG”) activities in the 2021 financial year.

Aggregate’s comprehensive materiality analysis identified the following pillars that have a direct or indirect impact on the organisation’s ability to create, preserve or erode economic, environmental and social values:



### ENVIRONMENTAL MATTERS

Exceeding environmental standards, Surpassing EnEV 2014 German minimum regulation.

find out more on p04





### SOCIAL MATTERS

Over Euro 29 million future commitment in public infrastructure.

find out more on p06





### EMPLOYEE MATTERS

Team building days and activities, International Women’s Day.

find out more on p09





### GOVERNANCE MATTERS

Robust technology supports governance, securing ESG rating.

find out more on p11







# Environmental Matters

Climate change and the associated challenges facing the economy and society are crucial to sustainable commercial growth. Aggregate is creating a sustainability management system reporting on its environmental footprint. This includes the active monitoring of business activities of subsidiaries on an environmental basis to continually identify areas for improvement. This includes, but is not limited to the following underlying areas:

- Energy consumption
- Waste and recycling
- Material use in construction and maintenance
- Relevant certification from internationally recognised environmental frameworks for real estate construction (DGNB, LEED)
- Energy Performance Rating B or above



## Case Study

### Exceeding environmental standards

All active development sites are designed to achieve or exceed benchmark environmental standards.

Project Quartier Heidestrasse managed to attain a Gold pre-certification for QH Track – the second highest possible achievement – from the German Sustainable Building Council (“DGNB”). DGNB is considered the market leader for providing construction certification in Germany and its certification system is internationally recognised as one of the global benchmarks for sustainability in real estate construction.

Project Fürst in Berlin managed to attain a Platinum pre-certification – the highest possible achievement – from the Leadership in Energy and Environmental Design (“LEED”). LEED is an international green building certification system developed by the U.S.

Green Building Council (“USGBC”), the certification is also considered to be one of the global benchmarks for sustainability in real estate construction and the most internationally recognised amongst its peers.

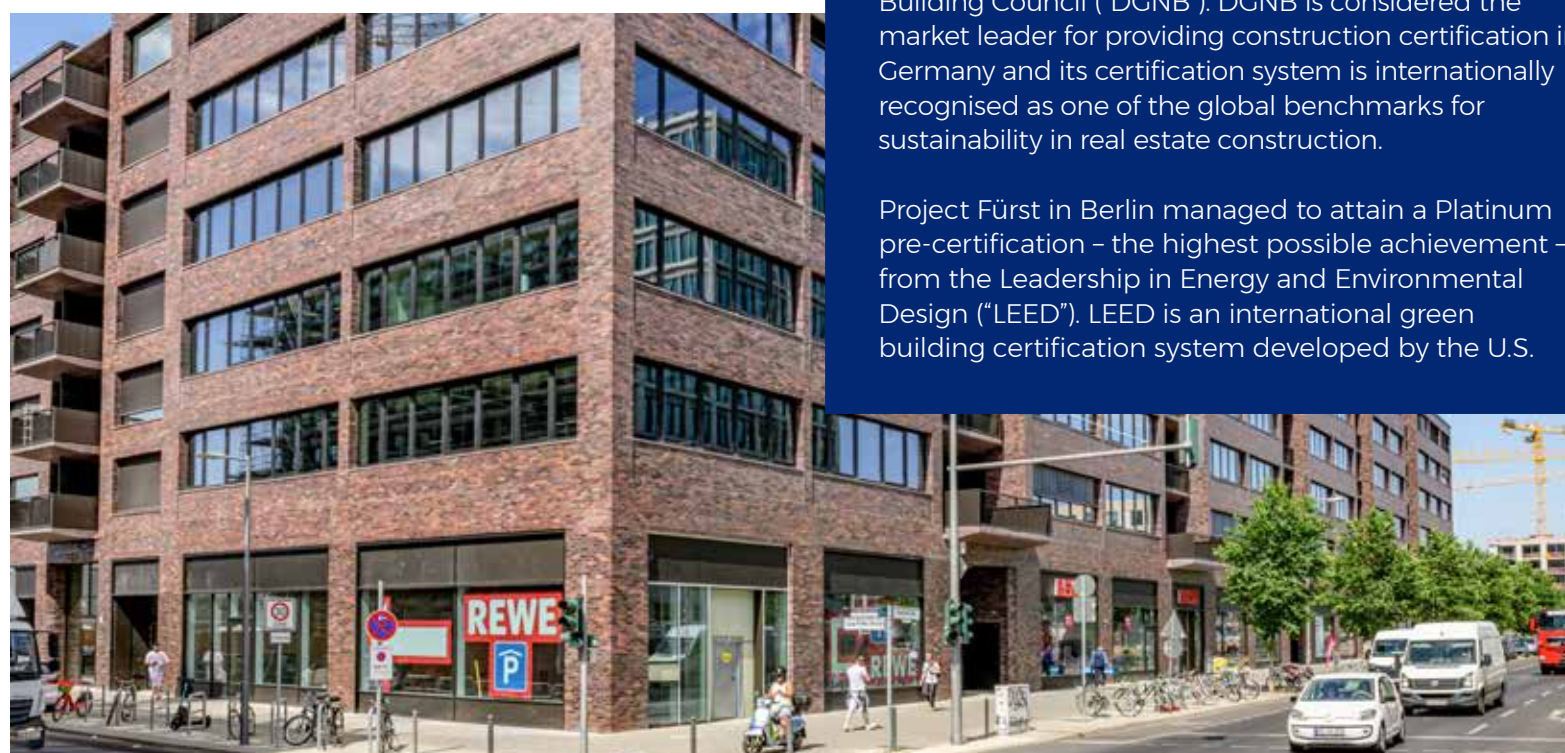
VIC Properties projects currently following LEED guidelines in construction and operations through the assistance of the consultancy firm Green Living Projects S.L., for instance Project Matinha is currently on course to achieve a LEED Neighbourhood Development GOLD pre-certification. All projects are assessed by the respective green building certification system based on several parameters such as ecological quality, economic quality, sociocultural and functional quality, technical quality, process quality, and site evaluation. Project Prata completed building has achieved an A+ rating – the second highest possible achievement – from LiderA, a portuguese certification system assessing sustainable construction.

**Quartier Heidestrasse – DGNB Gold pre-certification\***  
**Fürst – LEED Platinum pre-certification**

**VIC properties working with Consultant Green Living – LEED Gold expected\*\***



- \* QH Track has attained DGNB Gold pre-certification, other QH segments have submitted for certification.
- \*\* Guidelines being adhered to and currently being rolled out for all projects to achieve pre-certification.



## MATERIALITY PILLARS CONTINUED

Project development currently lies at the centre of Aggregate's business model: the company pursues a comprehensive approach to the sustainable development and maintenance of stabilised properties. The company currently holds approximately 1.1 million sq.m Gross Construction area, to be completed and realised over the next two to four years. Some projects are already significantly progressed with the first stages completed for a number of core assets. These real estate developments, therefore, have the greatest impact in terms of consumption performance figures relating to the company's environmental footprint.

Reducing energy consumption and creating energy efficient living as well as working spaces is a fundamental part of sustainable construction and one of the key reasons why creating sustainable buildings is critical for the environment. Eco-friendly homes and commercial units have substantially more efficient CO<sub>2</sub> emission levels, Water consumption levels, waste treatment, reduced pollution and general ecological features.

The Aggregate team together with project-level construction partners have extensive experience in environmentally friendly construction techniques and materials, as well as a long-term focus on the mobility and social needs of future users such as proximity to public transport or public institutions.

### Materials

In all development projects, Aggregate Holdings acts as the developer who contracts the construction. Nevertheless, the company demands that only pre-approved material in the relevant jurisdiction is used. Construction sites are closely managed by third party who regularly provides detailed oversight to Aggregate as the developer. Aggregate closely monitors the service provider to ensure all objectives are being achieved.

The Build & Sell division includes VIC Properties SA. This division, has a separate management team and separate third party construction agreements, however similar reporting procedures exist to ensure Aggregate Holdings' high standards are maintained.

### Waste and recycling

To reduce waste on construction sites and maximise the recycling of building materials the company works with third party specialists. Providers manage the rubbish on all sites and ensure that rubbish is sorted and not mixed with recyclables. Aggregate Holdings demand the same stringent approach from subsidiaries.

Project Quartier Heidestrasse utilises the services of ALBA Group plc & Co. KG ("Alba Group"), a full service waste and recycling service provider. They provide the entire spectrum of environmental services for waste management including the provision of dependable recycling solutions using sorting technologies and innovative logistics.

In Portugal, a full-time employee of VIC Properties acts a Health & Safety Coordinator, this coordinator manages project site inspections and general Health & Safety. The projects have a comprehensive Health and Safety plan which was part of the project planning phase and continues to be diligently followed for active sites. The coordinator is currently overseeing daily inspections for construction sites and chairs meetings with all health and safety advisors.

### Energy consumption and Climate footprint

Aggregate is currently in discussions with a number of consultants who provide environmental management systems ("EMS") and conduct energy reporting for their clients. Once initial consultations are concluded, Aggregate will collaboratively develop a tailored EMS and conduct energy reporting to help optimise energy performance and CO<sub>2</sub> emissions, and establish best practices around the circular economy, waste and water, climate change initiatives and systems.

Aggregate's longer-term strategic plan is to be able to evidence significant progress via data-driven metrics and targets.



### Case Study

## Surpassing EnEV 2014 German minimum regulation

All completed units in current projects are on track to secure Energy Performance rating B or above. In Quartier Heidestrasse every planned and completed segment significantly surpasses EnEV 2014 German minimum regulation, the strict energy saving regulations for residential and non-residential buildings.

Constructing environmentally-friendly buildings is one of the most impactful actions for Aggregate as a company.







# Social Matters

## Social responsibility

Aggregate takes its social responsibility very seriously. The company creates and will maintain long-term real estate sites through real estate asset projects. A healthy living and working environment, good service and fair rents and prices are an intrinsic part of the Aggregate business model and are applied across all activities from initial construction right through to maintenance.

As one of the largest real estate development investors in Germany and Portugal, the company will continue to support and encourage the advancement of sustainability in the industry and connecting sectors.

Aggregate takes a firm zero tolerance approach to human rights abuse and demands that business partners, suppliers and other third party contractors are as rigidly compliant.

## Social responsibility in development sites

The company ensures that contractors and third-party contractors secure project lands with reasonable fencing resources, and that other additional precautions are taken to be socially responsible for the surrounding community, such as:

- Covered and clearly marked footpaths
- Clear signposting in hazardous areas
- Netting on scaffolding
- Safety risk management



## Case Study

### Mercado Pěla Arte

Monthly event, organised by VIC Properties and Pěla Art Movement, which allows more than three dozen visual artists to exhibit and commercialise their work in a creative, attractive and safe environment inside Prata construction site.



## Case Study

### Over Euro 29 million future commitment in public infrastructure

Aggregate future commitment to public infrastructure through real estate development projects is over Euro 29 million. These investments will create public footpaths, roads and squares which greatly enhance community connectivity and area modernisation.



**MATERIALITY PILLARS CONTINUED**

**Smart Developments**

Core asset developments include a modern mobility concept creating safe and eco-efficient environments for the residents, commercial areas and visitors. Cross-quarter building control technology and building automation enables smart functionalities. The functionalities for the 'Smart-Home' and 'Smart Office' units allow control of heating and blinds via a central control unit. This unit also receives data from the building enabling greater control and eco-efficiency in terms of room occupancy, infrared temperature, humidity and ventilation, as well as CO<sub>2</sub> emissions. Using smart-technology and digitalisation provides streamlined connectivity to all residents, commercial areas and visitors in terms of transport, service and support via apps and desktop/hardware control panels.

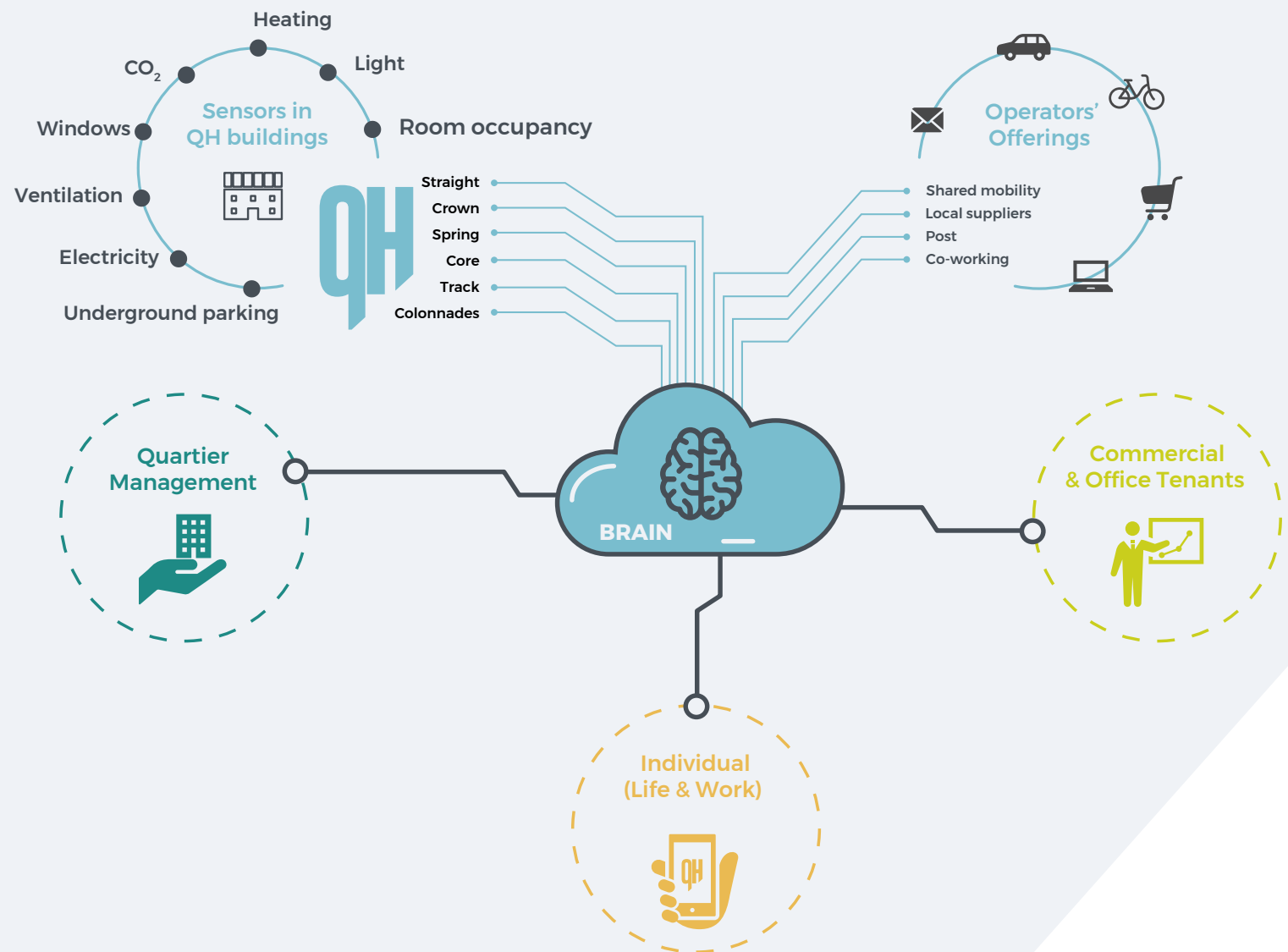
Aggregate Holdings will continue to utilise cross-quarter building control technology not only for the purposes of user-tenant functionalities but also for energy efficiency through building automation; the function of receiving and monitoring data from buildings bolsters the company's eco-efficiency capabilities across many energy performance features, including the measurement of room occupancy, infrared temperature, humidity and ventilation of CO<sub>2</sub>.



**Case Study**

**Smart Developments**

Smart City functions are enabled in Quartier Heidestrasse through the use of a central system referred to as the 'Quarter's Brain', this platform sets the foundation for simple and secure smart functionalities across buildings and quarters, the highly complex infrastructure enables maximum utility for the users and connects all stakeholders and all applications. Tenants and residents are able to benefit from this efficiency through the user-friendly 'Quartier's App' for all aspects of working and living.







### Case Study

## Committed to affordable housing

As part of Aggregate's commitment to the communities in which it operates, the company not only provides much needed housing and infrastructure, but also ensures that a percentage of domestic units are affordable.

Project Quartier Heidestrasse located 15 minutes walking distance from Berlin Central Station, offers Affordable Housing as part of its social corporate responsibility. The building QH-Spring will include approximately 215 social housing apartments spread over an estimated area of 9,664m<sup>2</sup> (c.45m<sup>2</sup> on average per unit). The social housing area includes mainly one-room apartments (142 units) and two-room apartments (71 units).







# Employee Matters

Employee satisfaction is a major focus for Aggregate. The company will continue to monitor and review diversity and inclusion data, remuneration policies and the work-life balance of employees. Aggregate takes a pro-active interest in the health and safety of all employees at all real estate sites and offices as occupational health and safety is paramount in ensuring all employees benefit from the company's growth ambitions.

The company's employees are critical to long-term success so Aggregate puts a great deal of effort into ensuring that the company, and all subsidiaries, treat employees fairly and create an attractive working environment.

As an employer, Aggregate is committed to creating a working environment that achieves the following:

- Inspiring employees and to encourage leveraging their unique talents
- Opportunity for development
- Dedication to a corporate culture that encourages teamwork
- Working in unity of company mission and targets
- Attracting top professionals

Employee satisfaction is a priority for the company, and for this reason there is currently significant focus on enhancing capabilities to improve engagement channels between employees and management. Aggregate recognises that when employees are satisfied, they are more likely to be engaged and committed to the goals of the company, which results in minimising turnover, increased productivity levels and, improvement in representation as employees are the primary contact point to the extended stakeholder network.

Since the outbreak of COVID-19 pandemic, Aggregate has ensured that the company employees feel supported during times of physical and emotional stress, any additional support was provided where it was required by the

respective employee. The company efficiently provides all employees with the equipment to work from home where required and IT teams are 24/7 available through a special telephone hotline for digital and equipment assistance.

As of 30 June 2021, Aggregate Holdings has 114 direct employees working in Berlin, London, Luxembourg and Lisbon (VIC Properties) offices. However, through third-party contracts development sites incorporate approximately 1,120 construction workers on a daily-basis.

Employee salary structures are in line with the market and employees receive a wide range of additional benefits:

- Digital infrastructure
- Staff events
- Professional development
- Promotion opportunities



## Case Study

### Team building days and activities

Specially designed to improve team's morale and productivity across the Group, team building days and activities are organised. For example, with the ease of Covid restrictions VIC Properties have recently carried out a Team Building Day in the Pinheiro project site filled with activities and team building exercises.





Case Study

International Women's Day

Aggregate Holdings and group companies celebrates the social, economic, cultural and political achievements of women. Here is an Image of employees from VIC Properties celebrating International Women's Day at the Prata project site.

The company has developed specialist skill sets to monitor workstations and shared workspaces that identify and eliminate health & safety issues. This is reinforced by active dialogue with employees on health and safety matters to minimise any occupational hazard risk.

At Aggregate's instigation, third-party contractors use the specialist firm Safety and Occupational Health Coordinator ("SiGeKo") for deployment of safety and health measures on construction sites. SiGeKo determines the necessary occupational measures, coordinates their implementation and ensures that they are adhered to. SiGeKo also supports the general development of suitable health and safety measures to improve standards on site. SiGeKo currently conducts rotational inspections; approximately twice a month. Subsidiaries employ equivalent firms in their respective jurisdictions to provide a similar level of health and safety support on construction sites.

Core Assets in Germany are also inspected on average every four weeks by the State Office for Occupational Safety, Health Protection and Technical Safety Berlin ("LAGetSi"). Inspections are carried out by the fire protection officer in conjunction with prescribed maintenance and inspections of the relevant systems and safety-relevant components. The company insists upon the same level of health and safety due diligence from subsidiaries.

The company ensures that only employees and approved suppliers and providers are permitted on construction sites and that in all cases minimum wage laws are diligently observed.

Construction work did not pause or completely stop due to the Coronavirus pandemic in 2020 or 2021 thanks to the diligent protection and monitoring of the health of all construction workers and employees on site. Productivity and progress continued as scheduled within government guidelines for construction sites. In order to ensure the best possible protection for all employees the following measures were put in place:

- Increase in the number of sanitary containers and the cleaning cycles
- Disinfectant dispensers
- Hygiene guidelines for everyone on the construction site
- Creation and mandatory compliance of the official reporting chain
- Bubble team formation

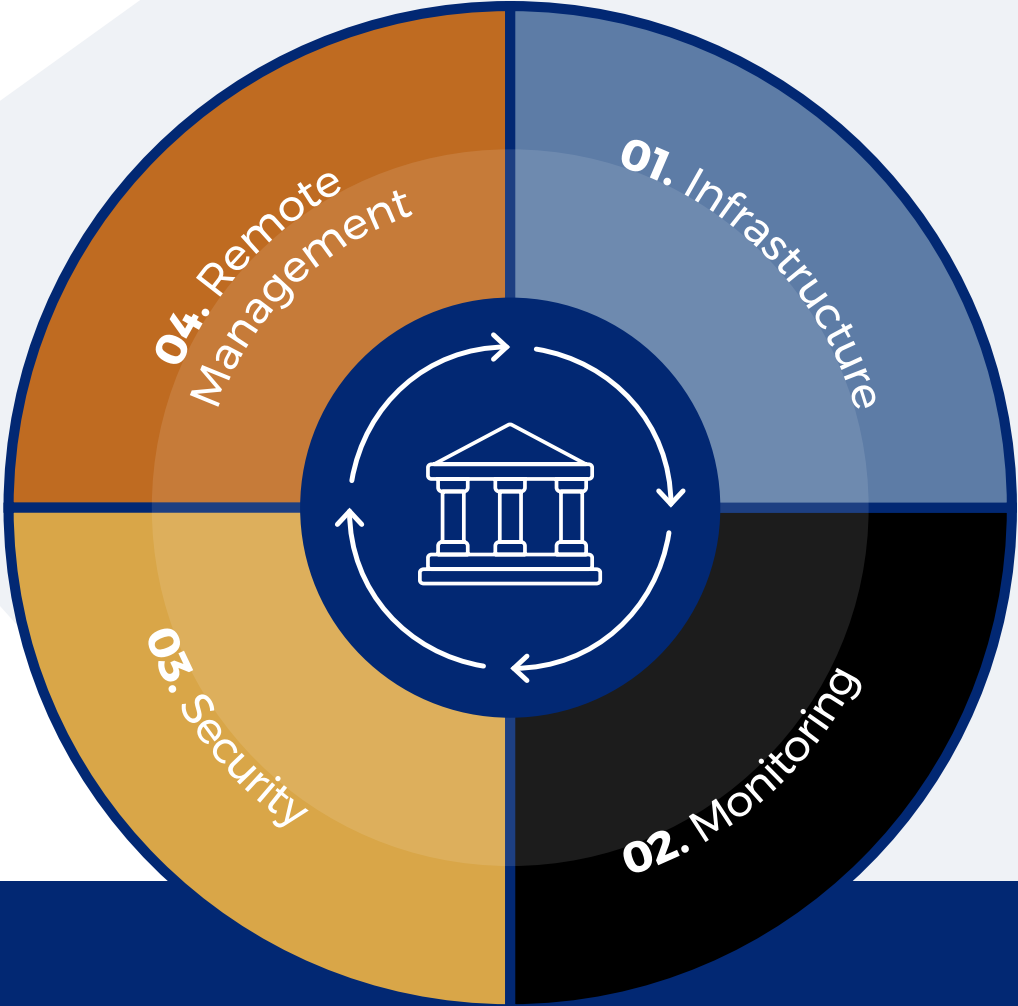
Individuals with signs of infection, such as fever or other symptoms, were excluded from construction sites.







# Governance Matters



Case Study

## Robust technology supports governance

Governance requires robust back-office systems and compliance procedures. The company's four pillar IT approach utilises the latest technology in securing the best quality for corporate activity and system protections.

The management is fully committed to the principles of corporate responsibility and transparency, and is responsible for implementing these principles.

The management is developing basic values for lawful and ethical conduct in a Group-wide Code of Conduct. This dictates various codes of conduct in line with existing regulations and compliance. The code of conduct provides employees with direction and support in their day-to-day activities as well as binding legal requirements.

The Management oversees all business activity in accordance with the Articles of Association. The management is committed to acting in the company's best interest at all times, and sets out strategic sustainable development and risk management.

The management is clear that a strict focus on the law and regulation compliance serves the long-term interests of the company. Aggregate's compliance focus is on market regulations, data protection through GDPR compliance, and anti-corruption.

Aggregate Holdings cooperates and is fully transparent in all engagements with the applicable tax authorities. Company finance teams are in continuous and active communication with tax authorities.

Reportable securities by management team

Members of the management team, as well as companies and individuals closely related to management are required to report transactions in Aggregate Holdings SA instruments to the company in parameters set out by Article 19 (1) of Regulation (EU) No 596/2014 of the European parliament and of the council of 16 April 2014 on Market Abuse Regulation.

Compliance

Aggregate is developing corporate policies with a focus on the law and application of regulations serving the long-term interest of the group. The compliance topics identified as material to the company are anti-corruption, internal whistle blower system and data protection.



## MATERIALITY PILLARS CONTINUED

### Anti-corruption

Anti-corruption is a key focus for Aggregate Holdings and plays a correspondingly important role in the compliance procedures. The company aims to prevent corrupt conduct from the outset with information systems and preventative measures. In 2020 and HY 2021, no incidences of corrupt behaviour were reported. In order to prevent corruption, the management seeks to promote fair and respectful interaction among employees at all levels. This is supported by the conviction that employees who feel heard and respected are less inclined to take improper advantage for themselves at the expense of the company or to damage the company through illegal or non-compliant behaviour. The whistle-blower system provides employees with the opportunity to report possible violations in a protected environment.

### Whistle Blower system

The company affords employees the opportunity to report potential compliance violations anonymously. The company has established a whistle-blower system guaranteeing anonymity, enabling, and ensuring that any information is dealt with quickly and systematically.

### Data protection

Data protection regulations with regard to data protection and data security are an inherent part of compliance management at the company. The General Data Protection Regulation ("GDPR") in 2018 heightened the need for robust data management. Aggregate has onboarded Privacy Praxis SRL as Data Protection Officer and they oversee the risk, the nature, scope, context and purposes of data processing in all company operations. Privacy Praxis produces regular GDPR reports to monitor and improve data management systems and processes.



### Case Study Securing ESG rating



Aggregate Holdings actively evaluating an ESG rating for 2022, the company will continue its full disclosure commitment via financial reports, website resources and roadshows.



## FRAMEWORKS AND INDICES

In addition to the internal ESG and implementation of good sustainability practice, the adoption of transparent standards and frameworks will demonstrate to investors the fundamental strengths of Aggregate Holdings' approach to ESG. As sustainability grows in importance for investors, there are a large number of different frameworks of varying complexity and sector focus. These reporting frameworks help investors assess performance against metrics, peers and track year-on-year progress.

The **Sustainalytics' ESG Risk Rating** measures the degree to which a company's economic value is at risk due to ESG factors or, more technically speaking, the magnitude of a company's unmanaged ESG risks. The rating system allocates points for specific risk factors. Each risk point is of equal value irrespective of which company or issue it applies to. Points are combined across issues to generate overall scores, which are then rated.

The **EPRA Sustainability Best Practices Recommendations ("EPRA sBPR")** are intended to raise the standards and consistency of sustainability reporting for real estate companies across Europe. As with the EPRA financial BPR Awards, each year EPRA recognises those companies that have issued best in-class annual sustainability performance reports. Based on adherence to the EPRA sBPR in their public disclosures, companies can attain Gold, Silver or Bronze Awards.

The **Global Benchmark for Real Assets ("GRESB")** was established in 2009 by a group of large pension funds who wanted to have access to comparable and reliable data on the ESG performance of their investments. Companies are required to respond to a questionnaire and are scored accordingly. The majority of the company's peers have undertaken GRESB and it is widely recognised amongst investors as another real estate specific framework.

The **Task Force on Climate-related Financial Disclosures ("TCFD")** aims to support climate-related financial disclosures that are consistent, comparable, reliable, clear, and efficient, and provide decision-useful information to lenders, insurers, and investors. Organisations are asked to disclose on the impact of climate-related risks and opportunities on the organisations' business, strategy, and financial planning, and around the organisations' governance in terms of climate-related risks and opportunities.

Aggregate Holdings is preparing to provide an ESG report and related sustainability metrics based on the 2021 Annual Report. The near future is about continuing the journey of developing processes around sustainability to drive better performance and transparency, with a view to moving towards reporting to external frameworks and inclusion on investor indices once processes are in place. The company initially targets a rating with Sustainalytics and moving towards the EPRA sBPR and the GRESB real estate industry-specific standardised metrics. Aggregate is also planning to work towards TCFD reporting and intends to start this process by conducting a gap analysis against the TCFD framework.

In the future, the company is planning to initiate climate risk and environmental discussions with tenants and potential tenants. Topics are likely to include but will not be limited to:

- Environmental guidelines such as best efforts in minimising water and energy consumption
- Dealing with waste and methods of recycling Aggregate will also include climate risk considerations into investment strategies.





## CONSIDERATIONS IN DEALING WITH SUSTAINABILITY

### Implementation considerations

The information and data points presented in this sustainability report have been largely based on an inventory of currently available data at Aggregate Holdings. The company has a plan to improve and develop the collation and recording of data with regard to ESG matters and sustainability. One of the near-term tasks in terms of sustainability management for the company is the collation and consolidation of sustainability figures and strategies for all business interests and projects. Projects have different approaches to sustainability for the following reasons:

#### – Recently acquired projects

If the group has recently acquired the project, there may be legacy reporting issues and a different approach taken to sustainability. Newly acquired projects may also have insufficient resources to enable accurate reporting against sustainability KPIs and data. Aggregate is committed to ensuring a consistent approach is taken to ESG matters and sustainability across all projects.

#### – Separate management teams between divisions

Subsidiaries owned by Aggregate have separate management teams dealing with operational activity. Relevant issues raised for 'Recently acquired projects' may also apply in the context of separate management teams for non-core assets.

#### – Recording environmental performance with real data

A carefully selected consultancy firm will be instructed to develop a robust environmental management system on Aggregate's behalf. Initial discussions with potential partners are progressing well.

Aggregate has already taken steps to address these challenges as part of the company's sustainability agenda. Aggregate is taking a holistic approach to developing this agenda through a core focus on the identified materiality pillars, which are equally applicable to all its subsidiaries. Aggregate will continue to work with all stakeholders to streamline the sustainability and ESG collation and consolidation across all business activity.





## SUSTAINABILITY STRATEGY AND TARGETS

Materiality Pillars	Relevant Aggregate Issues	United Nations Sustainable Development Goals		Targets
 <b>Environmental Matters</b>	<ul style="list-style-type: none"> <li>CO<sub>2</sub> emissions</li> <li>Circular economy</li> <li>Waste &amp; Water</li> </ul>		<p>We will further develop capabilities to track and improve CO<sub>2</sub> emissions and energy consumption performance. We take sustainability criteria into account in all new construction projects.</p>	<ul style="list-style-type: none"> <li>Increase capabilities to record environmental performance in CO<sub>2</sub>, water consumption and energy ("KWH") consumption</li> <li>Identify offset activities to mitigate CO<sub>2</sub> produced in construction</li> <li>Constantly review and improve environmental standards for all developments</li> </ul>
			<p>We incorporate all the required environmental standards in all construction projects and seek to progressively improve performance in reducing CO<sub>2</sub> emissions.</p>	
 <b>Social Matters</b>	<ul style="list-style-type: none"> <li>Infrastructure contributions</li> <li>Smart development initiatives</li> <li>Educational donations</li> <li>Local community initiatives</li> </ul>		<p>We create residential and commercial neighbourhood projects with a healthy social mix in sustainable environments.</p>	<ul style="list-style-type: none"> <li>Further engage local communities to maximise Aggregate Holdings support</li> <li>1% of profits to be allocated to education in Germany</li> <li>Identify and on-board charity and non-profit organisation partners</li> </ul>
 <b>Employee Matters</b>	<ul style="list-style-type: none"> <li>Accident reporting</li> <li>Employee incentives</li> <li>Labour standards</li> <li>Health &amp; Wellbeing initiatives</li> </ul>		<p>We empower and motivate employees. We are cautious of hazardous materials in construction and comply with all health and safety obligations.</p>	<ul style="list-style-type: none"> <li>Employee support and development (Training programmes)</li> <li>Implement LTIPs and STIPs</li> <li>Employee engagement surveys to assess satisfaction and feedback</li> </ul>
			<p>We promote diversity and non-discrimination in all forms. We treat women and men as equals. We seek to provide a healthy work-life balance.</p>	
 <b>Governance Matters</b>	<ul style="list-style-type: none"> <li>Environmental policies</li> <li>Employment policies</li> <li>Sustainability governance</li> <li>Corporate Governance initiatives</li> </ul>		<p>We prioritise the alignment of salaries with market standards and the maintenance of occupational health &amp; safety. We aspire for robust company growth in our respective economic activities.</p>	<ul style="list-style-type: none"> <li>Maximise transparency in key company reporting and disclosures</li> <li>Develop a Sustainability Management structure</li> </ul>
			<p>We are standardising energy efficient technologies in development projects and aspiring to a minimum energy performance level. We continually encourage the application of environmental criteria when selecting construction suppliers.</p>	



SUSTAINABILITY ROADMAP

Aggregate is aware that this initial sustainability report is not exhaustive and plans over time to expand this to encompass some carefully selected sustainability frameworks and their respective criteria to facilitate improved ESG reporting. In the short-term Aggregate will continue to conduct a holistic approach to sustainability analysis and will focus on those core points of sustainability which are equally applicable to all its subsidiaries and business interests.

Aggregate Holdings has set out the following ESG Journey and milestone ambitions for the medium term:





