ICONIC HOTELS
BY GEOCON

Level 6, 82 Northbourne Ave, Braddon ACT 2612
PO Box 5425 Kingston ACT 2604
P 02 6255 0430 F 02 6241 2706

GEOCON

CORPORATE SOCIAL RESPONSIBILITY
AND
ENVIRONMENTAL, SOCIAL & GOVERNANCE
POLICY

Introduction

Geocon and Iconic Hotels by Geocon are dedicated to upholding the highest standards of Corporate Social Responsibility (CSR) and Environmental, Social, and Governance (ESG) principles in the construction and hospitality sector. Our approach is centred on delivering quality developments and exceptional hotel experiences while promoting sustainability, community well-being, and strong governance practices throughout the lifecycle of our construction projects and hotel operations. Our CSR and ESG Policy is designed to integrate sustainability, social responsibility, and governance into every aspect of our business. By doing so, we aim to create long-term value for our stakeholders, minimise our environmental footprint, enrich the communities where we operate, and maintain the highest ethical standards in our industry.

1. Environmental Responsibility

Iconic Hotels by Geocon

We are committed to promoting environmental sustainability in our hotel operations. Our commitment is reflected in the following practices:

- Water and Energy Efficiency:
    - Using energy-efficient LED lighting and HVAC systems to minimise energy consumption.
    - Implementing water-saving technologies including low-flow fixtures, rainwater harvesting, and efficient irrigation systems.
    - Reducing energy usage through smart systems and monitoring to control energy waste.
- Waste Management:
    - Promoting recycling and the responsible disposal of waste.
- Carbon Footprint Reduction:
    - Reducing single use plastics, use of amenity pump packs and recycling bins in hotel rooms and use of bio-degradable cleaning chemicals.

Geocon- Construction

In its construction activities Geocon seeks to drive sustainability and reduce its carbon footprint. Our commitment is reflected in the following practices:

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- Sustainable Building Practices:
    - Buildings designed to maximise the energy efficiency rating and reduce the heat island effect through the building design as well as the product and material selections.
    - Using energy-efficient LED lighting and HVAC systems to minimise energy consumption.
    - Sourcing eco-friendly and recycled materials for construction and renovations.
    - Gearing development projects to maximise solar access and increase energy conservation.
- Water and Energy Efficiency:
    - Using renewable energy to power our building projects.
    - Implementing water-saving technologies like low-flow fixtures, rainwater harvesting, and efficient irrigation systems.
    - Landscaping using drought tolerant and waterwise plants and shrubs.
    - Reducing energy usage through smart systems, energy efficient design, use of renewables and monitoring to control energy waste across our properties.
    - Integration of deep root planting zones and permeable services within the design and landscape.
- Waste Management:
    - Committing to waste reduction during construction operations by promoting recycling, composting, and responsible disposal of waste.
    - Striving to reduce construction waste and divert it from landfills by reusing and recycling materials wherever possible.
- Carbon Footprint Reduction:
    - Implementing green initiatives such as electric vehicle (EV) charging stations and sustainable landscaping.
    - No new construction projects connected to natural gas.

2. Social Responsibility

We believe in creating value for the communities we serve by improving social well-being.

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Our social responsibility initiatives include:

- Community Engagement and Support:
    - Creating job opportunities for workers in our region.
    - Engaging the local community in the operation of our hotels by preferencing local contractors.
    - Supporting local businesses by sourcing locally grown produce and services for hotel operations, promoting regional economic growth.
- Employee Development and Well-being:
    - Offering competitive wages, safe working conditions, and professional development opportunities for hotel employees.
    - Promoting diversity and inclusion within our workforce and equal opportunities for career advancement.
- Guest Experience and Responsible Tourism:
    - Ensuring that our hotels provide sustainable and responsible guest experiences by promoting eco-tourism, local culture, and sustainable practices, such as water and energy conservation, and reducing single use plastics.
    - Promoting Canberra as a tourist location through sustainable tourism, local heritage education, and environmental and social initiatives.
- Supporting Education and Community Groups:
    - Support for crisis services.
    - Partnering with local schools to invest in the well-being of our local community.
    - Sponsorship for local sporting clubs and community events.
    - Engaging in charitable giving, including donations to local causes, and volunteer days for employees to participate in community service.

Geocon- Construction

Our social responsibility initiatives include:

- Community Engagement and Support:
    - Creating opportunities for Canberra workers and local contractors thereby promoting regional economic growth.

  - Preferencing local contractors and suppliers in our construction projects.

- Employee Development and Well-being:
  - Offering competitive wages, safe working conditions, and professional development opportunities for our workers.
  - Promoting diversity and inclusion within our workforce and providing equal opportunities for career advancement.
- Supporting Education and Community Groups:
  - Partnering with local schools and community organisations to invest in the well-being of the community.
  - Engaging in charitable giving, including donations to local causes, and organising volunteer days for employees to participate in community service.

3. Governance and Ethics

We adhere to strong governance standards and uphold ethical practices across all aspects of our business. This is essential for maintaining the trust and confidence of our stakeholders. Our governance policies include:

- Regulatory Compliance and Ethical Business Practices:
  - Adhering to applicable local and international laws, including those related to construction, labour rights, environmental standards, and health and safety.
  - Conducting business with integrity, maintaining transparency in financial reporting, and ensuring anti-corruption measures are in place.
- Risk Management and Accountability:
  - Identifying and managing potential risks, including environmental, social, and financial risks, in all phases of our operations.
  - Maintaining clear and transparent governance structures that include regular audits and monitoring of compliance with CSR and ESG standards.
- Stakeholder Engagement and Transparency:
  - Maintaining open communication with employees, contractors, suppliers, and local communities to ensure alignment with our CSR and ESG goals.

4. Supply Chain Responsibility

Our supply chain plays a significant role in our CSR and ESG efforts. We aim to partner with suppliers who share our commitment to sustainability, ethical labour practices, and community support. Our policies regarding supply chain responsibility include:

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- Ethical Sourcing and Fair Labour Practices:
    - Ensuring that our suppliers and contractors comply with labour laws and ethical business practices, providing fair wages and safe working conditions.
    - The Modern Slavery Policy to address the risk of modern slavery.
    - Supporting the use of sustainable, ethical, and locally sourced materials in our daily operations.
- Sustainability in the Supply Chain:
    - Prioritising suppliers who offer products that are environmentally friendly, including sustainably sourced materials, eco-friendly furnishings, and energy-efficient appliances.

5. Continuous Improvement and Reporting

We are committed to continuously improving our CSR and ESG performance. Our process includes:

- Monitoring and Evaluation:
    - Monitoring our environmental impact, community engagement, employee satisfaction, and governance practices.
    - Conducting regular assessments of our CSR and ESG activities to identify areas for improvement.
- Transparent Reporting:
    - Engaging stakeholders by sharing our performance and inviting feedback on how we can enhance our efforts in the future.

Endorsement

This policy is endorsed by the senior leadership of Geocon and Iconic Hotels by Geocon and applies across all construction and hotel operations. All employees, contractors, and suppliers are expected to adhere to the principles set out in this document to contribute to a sustainable and responsible future for our business and for the communities we serve.