

SUSTAINABILITY POLICY



At InterRent REIT, our Sustainability Policy aims to pull together the salient points from a variety of standalone policies addressing environmental, social and governance issues to describe our overarching approach to sustainability. InterRent's ESG Committee has the responsibility to formalize and mobilize the REIT's sustainability strategy in accordance with this policy and under the guidance and oversight of the Nominations and Governance Committee of the Board of Trustees.

As a provider of thousands of homes across Canada, we understand and appreciate the significant role and responsibility we have with respect to our residents, and that our impact extends to the broader communities in which we operate. As such, we strive to consider four broad stakeholder groups in all business decisions and in the policies outlined below – our residents, our team, our communities, and our investors.

We are committed to sound **environmental** management, as described in our publicly disclosed [Code of Business Conduct and Ethics](#) and [Declaration of Trust](#), which explain the environmental management practices for our existing communities and potential acquisitions, including audit procedures for contamination and hazardous materials. Internally, we are guided by our Unit Turnover Specification Guide, which stipulates precise standards for every suite renovation which encompass water consumption, energy consumption, and indoor air quality measures.

Our policies on **social** issues are primarily housed in our internal Employee Policy Handbook, which must be read and formally acknowledged by all new employees within two weeks of starting work and thereafter by all employees on an annual basis. This handbook clearly articulates our approach to and expectations for diversity and inclusion, human rights, health & safety of employees, residents and contractors, labour standards and working conditions, employee engagement, employee remuneration, resident satisfaction and community development. In the public domain, stakeholders may reference our [Diversity Policy](#) and [Code of Business Conduct and Ethics](#).

At InterRent, our robust **governance** structure and policies are available on our website. We encourage stakeholders to review our [Declaration of Trust](#), [Charter of the Board of Trustees](#), [Code of Business Conduct and Ethics](#) and various [Committee Charters](#) for policies and practices relating to unitholder rights, political contributions, executive compensation, fraud, data protection and privacy, and fiduciary duty. Internally, our Employee Policy Handbook lays our policies related to bribery and corruption, data protection and privacy, and cybersecurity.

Our aim is that all stakeholders see themselves reflected in the policies and practices that breathe life into our sustainability strategy at InterRent REIT. To that end, we pledge to engage with our stakeholders and let the future direction of our sustainability journey be guided by the topics that are material to them.