

Anavo ESG Policy

Introduction

Our approach to ESG aligns with Anavo's overall company philosophy - improving elderly care with heart, not just charts. We have developed an authentic strategy that is focused on building sustainable communities and creating opportunities to improve the performance of all aspects of environmental and social governance.

This ESG policy sets out our overarching approach to managing and improving ESG performance across all of our operations. As a minimum, we will comply with all relevant legal duties whilst seeking to go beyond this, adopting best practice wherever feasible.

ESG Principles

Throughout our business, in developing and operating care homes, Anavo adopts the following best practice ESG principles that align with our company's overall philosophy and values.

Environmental

We are committed to minimising our environmental impacts wherever possible. Our focus is on:-

- Reducing our carbon emissions across all of our business activities;
- Adapting to a future climate, ensuring our buildings can withstand potential future climate risks;
- Minimising our impact on the natural environment and enhancing biodiversity where feasible;
- Promoting the sustainable use of materials, sourcing materials responsibly for both construction and operational activities;
- Adopting the principles of a circular economy in our design and procurement strategies; and
- Minimising water use and investigating use of non-potable water where feasible.

Social

In providing elderly care, we recognise the importance of our people and our stakeholders in managing our operations responsibly. This is delivered through:-

- Providing affordable care;
- Ensuring our residents are comfortable;
- Looking after our staff;
- Involving the local community; and
- Supporting charities.

Governance

Good corporate governance is key to ensuring our core values are delivered in practice. This is achieved by delivering the following:-

- Going beyond our legal duties, and holding ourselves to the highest ethical standards, with policies in place to tackle bribery and corruption, and ensure data protection;
- Fostering a culture of accountability and transparency;
- Prioritising quality and safety of our homes at all times;

- Independently verifying our performance, through recognised industry accreditations such as BREEAM.

Roles and Responsibilities

This policy is overseen by our Director, who takes a leading role in delivering our ESG Principles. Specific responsibilities for ensuring this policy is adhered to in managing both our existing portfolio and new assets being developed will fall to the Estates and Development teams respectively, however all employees are expected to read and follow this policy.

We require all third parties involved in delivery of our business to adhere to this policy and comply with all relevant legal duties. Additionally, Anavo will work with these parties to encourage and support best practice to be implemented and we will seek to partner with suppliers and subcontractors that align with this policy.

This policy will be reviewed annually or following any significant change relating to Anavo's business operations.

Edward Moore

Director

March 2025