



**United Nations**  
Global Compact

## Communication on progress

### STATEMENT OF CONTINUED SUPPORT BY THE CEO

To our stakeholders:

I am pleased to confirm that Curlew Capital reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders through our annual sustainability report.

This COP covers the period from the 1<sup>st</sup> of September 2020 to the 31<sup>st</sup> of August 2021.

Sincerely yours,

Paul Oliver  
CEO

## DESCRIPTION OF ACTIONS

UN GLOBAL COMPACT PRINCIPLES	DISCLOSURE
<b>Human Rights</b>	
<p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p>Principle 2: make sure that they are not complicit in human rights abuses.</p>	<p>Curlew Capital is committed to providing equal opportunity in all aspects of employment and will not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment at Curlew or at any of our Service Providers.</p> <p>We have a zero tolerance to slavery and human trafficking and expect all those with our supply chain to comply with our values and ethics.</p> <p>In addition, and importantly, staff are issued with our Whistleblowing policy which encourages and facilitates the reporting of any suspected business malpractice of any kind.</p> <p><b>Supporting documents</b>  <i>Human Rights policy</i>  <i>Anti-Slavery &amp; Human Trafficking Statement</i>  <i>Diversity policy</i>  <i>Senior ESG Leadership Statement</i>  <i>Whistleblowing policy</i></p>
<b>Labour</b>	
<p>Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p> <p>Principle 4: the elimination of all forms of forced and compulsory labour;</p> <p>Principle 5: the effective abolition of child labour; and</p> <p>Principle 6: the elimination of discrimination in respect of employment and occupation.</p>	<p>We apply fair labour practices and enforce fair labour practices through our Service Providers, while respecting the national and local laws of the countries and communities where we operate. All our service providers are requested to sign and commit to the Curlew Capital Code of Conduct which covers all the UNGC principles and reply to our Sustainability Self-Assessment.</p> <p><b>Supporting documents</b>  <i>Business Code of Conduct</i>  <i>Health &amp; Safety policy</i>  <i>Diversity policy</i>  <i>Whistleblowing policy</i>  <i>Sustainable Procurement Policy</i>  <i>Service providers Code of Conduct</i></p>
<b>Environment</b>	
<p>Principle 7: Businesses should support a precautionary approach to environmental challenges;</p> <p>Principle 8: undertake initiatives to promote greater environmental responsibility; and</p> <p>Principle 9: encourage the development and diffusion of environmentally friendly technologies.</p>	<p>Our EMS sets the standards that Curlew Capital and all our service providers/contractors must adhere to in relation to our real estate investment activities, including the construction and operational management of our assets. This system is in place to ensure that we, alongside with our investors, contractors, service partners &amp; stakeholders, maximise our environmental performance and minimize the impact that our investments might have on the environment.</p>

Curlew Capital is equipped with a strong Environmental Policies and we strive to identify, manage and reduce the environmental impact of both our operations and our supply chains.

We continuously review and disclose our environmental impact through our annual Sustainability Report, an annual GHG inventory and the GRESB survey.

Our 2030 objectives are aimed at making Curlew Capital and its funds under management reach Net Zero Operation by 2030 and Net Zero total (included embodied emissions) by 2040 our all our assets under management.

In 2020, we have implemented a comprehensive Sustainable Procurement Policy covering both our working practices as well as minimum quality requirements for construction materials.

**Supporting documents**

- Environmental policy*
- Environmental Management System*
- Sustainable RE Investment policy*
- Sustainability report*
- GHG Inventory*
- Sustainable Procurement Policy*

**Anti-Corruption**

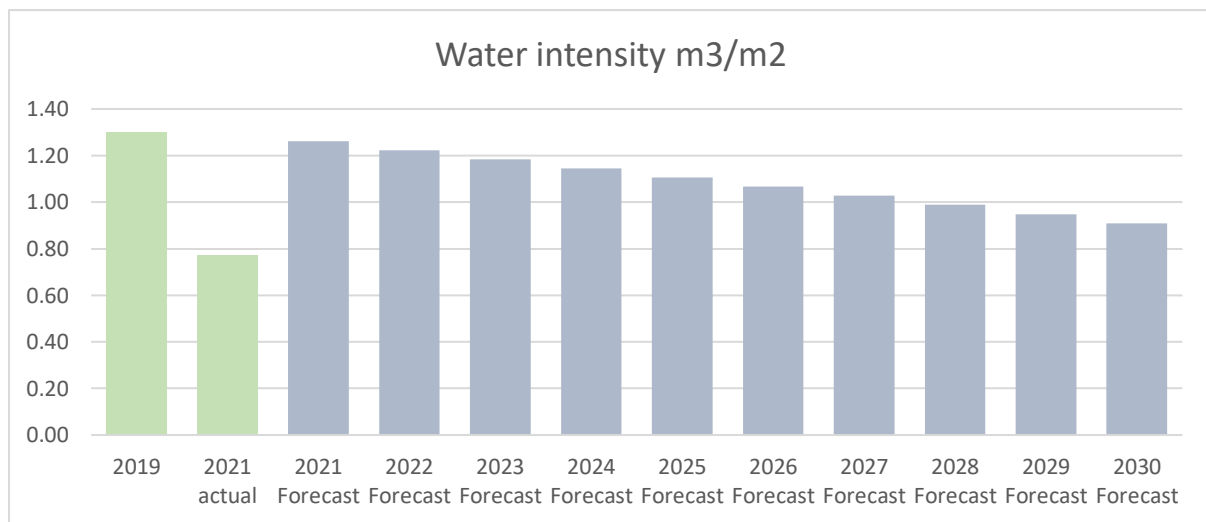
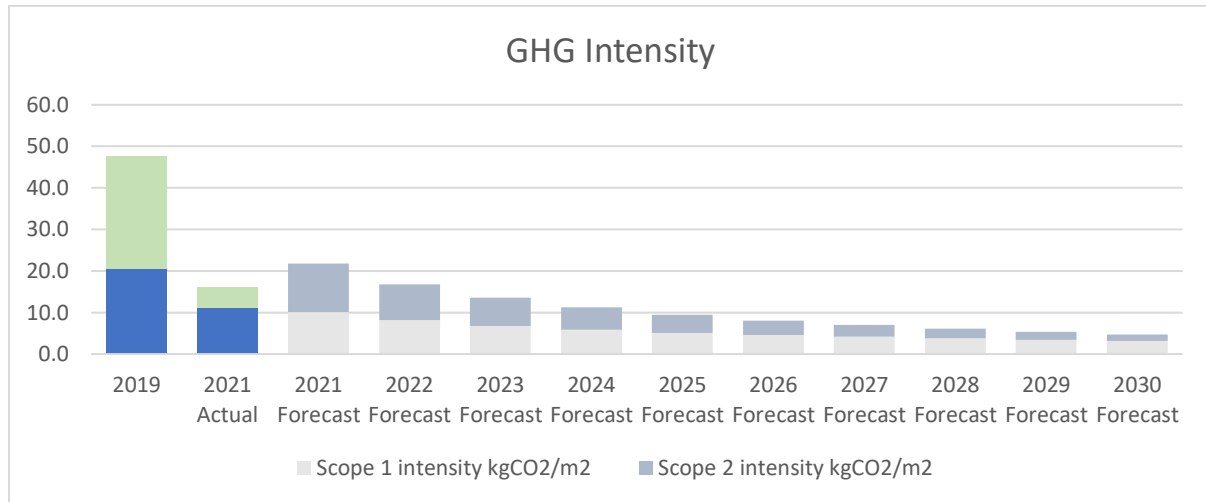
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

We are committed to the highest standard of integrity and corporate governance. Our values and policies are embedded in our daily operations and our Anti Bribery & Corruption policy to ensure confidence in our governance system.

**Supporting documents**

- Anti-bribery & corruption policy*
- Fraud policy*
- Business Code of Conduct*
- Whistleblowing policy*

## MEASUREMENT OF OUTCOME



SOCIAL INDICATORS		
All site employees to be paid a UK living Wage	<b>Target:</b> 100% by 2025	<b>2021 update:</b> 100%
Employee Satisfaction	<b>Target:</b> 90% by 2025	<b>2021 update:</b> 80%
Wellbeing index	<b>Target:</b> 90% by 2025	<b>2021 update:</b> 79%