



Responsible Property Investment Policy

[Updated December 2021]



Introduction

Mayfair Capital Investment Management (Mayfair Capital) is a specialist UK real estate investment manager investing within the commercial and residential property sectors across the UK and Ireland. Mayfair Capital is the UK arm of Swiss Life Asset Managers (SLAM), the largest real estate manager in Europe with approximately £84 billion of real estate assets under management (AUM) and administration¹. Our primary activities include fund management and advisory investment mandates.

Mayfair Capital has recognised the importance of being a responsible investor since its formation 18 years ago. We acknowledge the significant environmental impact of the real estate sector and as a result are committed to managing our funds in a responsible way, using our influence to improve sustainability of the built environment.

Responsible Property Investment

We regard Responsible Property Investment (RPI) as a core part of our management approach and define it as the consideration of environmental, social and governance (ESG) issues within our investment process and operations. We integrate ESG criteria, as well as risk factors and financial metrics, into a controlled and structured investment process. We ensure careful investment selection, specification for development and refurbishments and management of the buildings under our care. We believe this generates long-term risk-adjusted returns, supports climate change mitigation, and aligns our investment goals to those of our investors and stakeholders.

We have established a comprehensive ESG strategy that ensures continual improvement of our ESG performance and enshrines our commitments as a business. We monitor performance against our ESG strategy KPIs on an annual basis.

Purpose

This policy sets out our approach to Responsible Property Investment at Mayfair Capital, clearly communicating our RPI objectives that are integrated into our management approach and investment decisions.

Scope

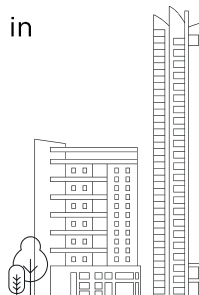
This policy applies to Mayfair Capital's UK operations, all assets under management and related business operations.

Governance

The Mayfair Capital Executive Committee is responsible for execution of the objectives outlined in our Responsible Property Investment Policy. Practical implementation is directed by the Head of ESG UK.

Mayfair Capital will endeavour to inform and support all employees and key stakeholders in their responsibilities towards meeting these commitments.

¹ Swiss Life Asset Managers manages and administers real estate to the value of CHF 105.5 billion (CHF 77.7 billion in assets under management, CHF 27.7 billion in assets under administration)



Principles and objectives

The core principles of our RPI policy are:



Environmental:

Actively manage and improve the environmental performance and climate related resilience of our real estate investments.



Social:

Promote safe and healthy buildings which encourage productivity and positive customer experiences for the communities, workers and visitors who use them.








Governance:

Ensure robust processes are in place to minimise legislative, environmental and social risks and to obtain reliable asset level data throughout the investment cycle, whilst disclosing our activities and progress towards achieving our objectives






To support our RPI principles, we have developed RPI objectives categorised across our investment stages: transactions, developments & refurbishments and operations. These objectives are fully integrated within our investment processes featuring prominently in our investment decision-making and execution.

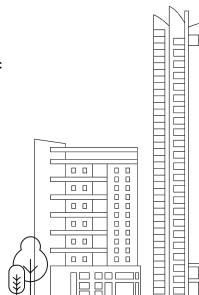
Objectives

Transactions

-  Undertake a formal risk assessment on prospective investments to assess asset compliance, resilience and risks relating to environmental, social and governance issues.
-  Conduct a review of the potential to improve existing environmental or social performance as part of due diligence, including capital expenditure required.
-  As part of the IRC review, ensure social aspects such as health, safety, tenant comfort, location and transportation aspects of the building are assessed.
-  Review the applicability to complete ESG Asset Logbooks on newly acquired assets as part of the ESG onboarding process.
-  In addition to industry relevant policies, ensure that all assets under management, potential investments, employees and stakeholders adhere to internal policies.

Development & Refurbishment

-  Ensure contractors have robust procedures in place to manage environmental, social and governance issues.
-  Ensure compliance with Minimum Energy Efficiency Standard (MEES) regulations and maintain a comprehensive understanding of all current and future regulatory requirements.
-  Identify opportunities to implement efficiency measures throughout each design phase, including alignment with or certification to green building standards.
-  Where practical, track and assess the impact on energy efficiency of improvements made as part of refurbishments.
-  Engage with key stakeholders to ensure both environmental and social aspects are carefully considered throughout the refurbishment process, including health and wellbeing of occupants.



Operational

- ESG** Ensure compliance with all applicable environmental and health and safety regulation.
 - E** Improve data coverage across the portfolio to enhance performance monitoring and to support the carbon emission reduction strategy.
 - E** Where landlord controlled, ensure energy, water and waste data is collected and monitored on a quarterly basis, at a minimum.
 - E** Where tenant controlled, engage with tenants to monitor energy, water and waste data on an annual basis, where possible. Seek to implement green lease clauses, to encourage data sharing and tenant collaboration on ESG goals.
- ESG** Incorporate ESG asset-level initiatives into business plans aiming for best practice where possible.
- ESG** Maintain an active dialogue with key stakeholders on ESG issues, encouraging building occupants to improve environmental performance.
- ESG** Ensure minimum ESG requirements for property managers to encourage best practice and ensure all training needs are met for employees and relevant stakeholders.
 - E** Maintain oversight of physical and transition risk across the portfolio.
- ESG** Conduct regular reviews of suppliers to ensure they meet Mayfair Capital's ESG requirements.

Reporting

We are committed to transparent reporting and continual improvement on ESG.

- Swiss Life Asset Managers publishes an annual [Responsible Investment Report](#) and [Group Sustainability Report](#)
- We are supporters of the Task Force on Climate-related Financial Disclosures (TCFD) and have published a [response to TCFD](#)
- We are signatories of UNPRI, responding to the survey annually and publishing our [RI Transparency Report](#)
- Mayfair Capital has been accepted as signatory to the UK Stewardship Code and we have published our [report for the year ending 31 December 2020](#). In line with our responsibilities, we will report on our progress annually.

Administration

This policy and its objectives are reviewed and approved on an annual basis by the Mayfair Capital Executive Committee.



Giles King
Chief Executive
Officer



Tim Munn
Chief Investment
Officer



Graham Langlay-Smith
Chief Operating
Officer

