



SMARTER DEVELOPMENT

Intelligent Land ESG Policy

1. Introduction

At Intelligent Land, we recognise that sustainability, social equity, and strong governance are critical to long-term value creation.

Our Environmental, Social, and Governance (ESG) policy reflects our commitment to promoting environmental stewardship, social responsibility, and ethical business practices.

We strive to ensure that our operations respect the rights and dignity of all those we engage with while fostering diversity, inclusion, and equality.



2. Environmental Responsibility

We are committed to minimising the environmental impact of our operations and championing sustainable development.

Key Initiatives:

- **Sustainable Land Use:** Promote responsible land development that prioritises environmental protection, efficient land use, and biodiversity.
- **Climate Action:** Strive to reduce our carbon footprint by investing in clean energy, minimising waste, and implementing energy-efficient technologies.
- **Resource Management:** Foster water and energy conservation, implement waste reduction strategies, and actively promote recycling.
- **Environmental Compliance:** Adhere to both local and international environmental laws and strive to exceed regulatory standards.



3. Social Responsibility

Race Equality and Gender Equality

We are committed to creating a diverse, equitable, and inclusive workplace where race, gender, and background do not determine an individual's opportunities or experiences.

Key Initiatives:

- **Equal Opportunity Employment:** Ensure that our recruitment, retention, and promotion practices are free from bias, providing equal opportunities regardless of race, gender, ethnicity, sexual orientation, religion, or disability.
- **Diverse Leadership:** Promote a diverse leadership team by ensuring equitable representation of different genders, races, and backgrounds.
- **Gender Pay Parity:** Regularly audit and address gender pay gaps, ensuring that equal work receives equal pay regardless of gender.
- **Cultural Competency Training:** Implement ongoing training focused on race and gender awareness to cultivate a respectful and inclusive culture for all employees.

Human Rights

Intelligent Land upholds and promotes the highest standards of human rights in every facet of our business.

Key Initiatives:

- **Human Rights Policies:** Align with international human rights frameworks, such as the UN Guiding Principles on Business and Human Rights, to prevent any form of discrimination, exploitation, or abuse.
- **Workplace Health and Safety:** Provide a safe and healthy working environment, adhering to occupational safety standards and continuously improving our safety protocols.

Diverse Awareness and Inclusion

We believe that diversity is a source of strength and innovation, and we are committed to fostering an environment that embraces diverse perspectives, experiences, and talents.

Key Initiatives:

- **Inclusive Workplace Culture:** Encourage an inclusive business culture where all employees feel valued and respected, regardless of their background or identity.
- **Supplier Diversity:** Actively seek and work with suppliers and partners that reflect a commitment to diversity.
- **Inclusive Policies and Benefits:** Ensure that our benefits and workplace policies reflect our commitment to diversity, including parental leave, flexible working arrangements, and support for mental health and well-being.



4. Governance

We uphold strong corporate governance practices to ensure transparency, accountability, and ethical business conduct.

Key Initiatives:

- **Ethical Business Practices:** Adhere to the highest standards of ethical conduct, maintaining compliance with laws, regulations, and industry standards.
- **Anti-Corruption and Anti-Bribery:** Implement and enforce strict policies that prevent corruption, bribery, and any unethical behaviour in our business dealings.
- **Diversity on the Board:** Strive to maintain a diverse Board of Directors that brings varied experiences and perspectives, reflecting our commitment to diversity in decision-making.
- **Risk Management:** Identify and mitigate ESG-related risks, such as climate change, regulatory changes, and social unrest, to ensure the sustainability of our operations.
- **Cybersecurity and Data Privacy:** Safeguard personal and proprietary information through strong cybersecurity measures and compliance with global data protection regulations.



5. Monitoring and Reporting

We are committed to tracking and transparently reporting on our ESG performance to ensure accountability and continuous improvement.

Key Initiatives:

- **ESG Metrics and Reporting:** Regularly measure progress on environmental sustainability, diversity, inclusion, and governance initiatives, and publish these assessments on our website.
- **Stakeholder Engagement:** Actively engage with stakeholders—including employees, customers, communities, and investors—to ensure our ESG efforts align with their expectations and concerns.
- **Continuous Improvement:** Regularly assess and update our ESG policies and practices based on evolving best practices, stakeholder feedback, and regulatory changes.