

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) POLICY

Commitment to ESG Principles

At Rouse, we are committed to the principles of Environmental, Social, and Governance as integral components of our business strategy. We recognize that our actions and decisions impact not only our staff, clients and suppliers, but also the broader global community. We operate in the field of intellectual property protection which we believe can be a powerful force for advancing the ESG agenda internationally.

Our commitment to ESG reflects our dedication to following responsible, sustainable, and ethical business practices, adopting the goals set out in this document. These will be achieved through a variety of area-specific policies, training, engagement with stakeholders (including suppliers), communication and reporting. Rouse has an ESG Committee which steers our ESG activities, reporting to the Board through the COO. We work with specialist external advisers to guide us on best practice.

Environmental

Carbon footprint

Rouse will take measures to reduce its carbon footprint. We will support the use of energy-efficient technologies, renewable energy sources, and promote sustainable transportation options for our employees.

Resource conservation

We will actively manage our consumption of natural resources such as water, paper, and energy to minimize waste and reduce our impact on the environment.

Waste reduction

We will implement waste reduction strategies, including recycling and waste diversion programs, to minimize the environmental impact of our operations.

Supply chain sustainability

Rouse will encourage suppliers to adhere to sustainable and environmentally responsible practices, including following ethical labour standards.

Social

Diversity and Inclusion

We are committed to creating a diverse and inclusive workplace where all employees are treated with respect and have equal opportunities for growth and advancement, regardless of their race, gender, sexual orientation, age, disability, or any other characteristic protected by law.



Employee learning and development

Rouse has a clear group career development framework in place with ample opportunity for employees to progress via paid training and education opportunities for career advancement. Rouse will continue to adapt and improve this and develop a programme to monitor and measure employee growth with clear KPIs and performance metrics.

Employee well-being

Rouse will prioritize the health, safety, and well-being of its employees by providing a safe working environment, promoting work-life balance, offering wellness programs and fostering a high level of employee engagement.

Community Engagement

We will actively engage with the communities in which we operate, supporting local initiatives and charitable causes to make a positive impact.

Human Rights

Rouse is committed to upholding the principles of human rights in all aspects of its business operations, and we expect our suppliers and partners to do the same.

Governance

Professional, Legal & Ethical Conduct

We will conduct our business to the highest professional, legal and ethical standards, promoting transparency and integrity in all our dealings.

Risk Management

We will manage risk – including cyber risk and data protection – effectively and appropriately within a clear risk framework and tracking key risks to the business.

Stakeholder Engagement

Rouse will engage with its stakeholders, including employees, customers, shareholders, and regulatory bodies, to solicit feedback and ensure alignment with ESG goals.

Board Oversight

The Board of Directors will oversee the implementation of this ESG Policy and ensure that ESG considerations are integrated into strategic decision-making.

Accountability, Reporting & Transparency

We will regularly measure and report on our ESG performance, holding ourselves accountable for progress toward our ESG goals.

The Chief Operating Officer (COO) is ultimately responsible for overseeing the implementation of this ESG Policy, working through the ESG Committee and other stakeholders. Senior executives in each of our regions will support and ensure compliance with this policy within their respective areas of accountability.

What is to be Reported

- Progress towards ESG goals, targets, and timelines.
- Any significant ESG-related incidents or risks.
- Updates on ESG initiatives and programs.

To Whom

- Board of Directors through quarterly ESG performance reports.
- Shareholders through annual ESG disclosure reports.
- Employees through regular updates through internal communications.
- Regulatory bodies and stakeholders as required by local regulations and industry standards.

Approval and Periodic Review

This ESG Policy is subject to Board approval and will undergo periodic review to ensure it remains aligned with Rouse's goals and industry best practices. It will be reviewed annually to assess progress, adjust targets as needed, and reinforce our commitment to ESG principles.

September 2023