ESG
Policy

Environmental, Social & Governance Policy

McConnell | JLL Alliance Partner

ESG POLICY

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1. Policy Statement

McConnell Property Ltd is a multi-disciplinary property consultancy firm based in Northern Ireland. As managing agent and adviser to landlords, investors and occupiers, the Company recognises that its decisions and day-to-day operations have an impact on the environment, on the people it employs and works with, and on the communities in which it operates.

This policy sets out the Company's commitment to conducting its business in an environmentally responsible, socially conscious and well-governed manner, and to embedding Environmental, Social and Governance (ESG) considerations into the services it provides to clients and the management of its own operations.

This policy applies to all Directors, employees and contractors of the Company, and to the properties, assets and projects it manages on behalf of clients, so far as its role and management agreements permit.

2. Environmental

The Company is committed to minimising the environmental impact of its own operations and to supporting clients in improving the environmental performance of the properties it manages. The Company will:

- Promote energy efficiency across offices, including monitoring energy use.
- Operate a paper-light, digital-first approach to property management, tenancy documentation and reporting, reducing unnecessary printing and postage.
- Reduce, reuse and recycle waste generated in the Company office, and encourage recycling and responsible waste management at managed properties.
- Consider environmental impact when specifying repairs, maintenance and refurbishment work, including the use of energy-efficient plant, fixtures and materials where practicable and cost-effective for clients.
- Minimise business travel where possible, making use of virtual meetings, and encourage efficient route planning for property inspections and site visits.
- Support clients in understanding and responding to environmental legislation and reporting obligations affecting their property portfolios, including energy efficiency regulations.
- Work with contractors and suppliers who demonstrate reasonable environmental standards and encourage responsible disposal of materials arising from maintenance and refurbishment works.
- Review its environmental practices annually and look for practical opportunities for improvement.

3. Social

The Company values its employees, contractors and the communities it operates in, and is committed to fair, safe and inclusive practices. The Company will:

- Provide a safe and healthy working environment for all employees, contractors and visitors, in line with the Company's Health & Safety Policy Handbook.
- Treat all employees and job applicants fairly and equally, regardless of age, disability, gender, race, religion, sexual orientation or any other protected characteristic, and provide equal opportunities in recruitment, training and promotion.
- Support the training, professional development and wellbeing of employees, including continued professional development (CPD) for RICS-qualified staff.
- Pay employees and contractors fairly and promptly and expect the same standard from suppliers and contractors engaged by the Company.
- Support local communities and charitable causes across Northern Ireland where opportunities arise and encourage employee participation in community and charitable activities.
- Prioritise the use of local contractors and suppliers where this is consistent with quality, value and client requirements.
- Maintain a zero-tolerance approach to bullying, harassment and discrimination in the workplace.

4. Governance

The Company is committed to conducting its business honestly, transparently and in compliance with all relevant legal and professional obligations. As Chartered Surveyors, the Company's activities are guided by the Royal Institution of Chartered Surveyors (RICS) Rules of Conduct and professional standards.

The Company will:

- Maintain compliance with the RICS Rules of Conduct and relevant professional and regulatory standards applicable to chartered surveying surveyors.
- Operate a zero-tolerance approach to bribery and corruption, in line with the Bribery Act 2010, and expect the same standard from employees, contractors and business partners.
- Handle client money in accordance with RICS Client Money Protection requirements and maintain appropriate financial controls and audit arrangements.
- Protect the personal data of employees, clients, tenants and other individuals in accordance with the UK GDPR and Data Protection Act 2018.
- Maintain clear lines of responsibility and accountability for decision-making, with oversight of Company policy resting with the Managing Director and Directors.
- Provide a channel through which employees can raise concerns about malpractice, safety or misconduct without fear of reprimand.
- Carry out appropriate due diligence on contractors and suppliers, including in relation to their own health and safety, employment and environmental practices.
- Maintain adequate professional indemnity insurance and other insurances appropriate to the Company's regulated activities.
- Review Company policies, including this ESG Policy, on a regular basis to ensure they remain current and effective.

5. Responsibilities

- The Managing Director has overall responsibility for this policy and for ensuring it is resourced, implemented and reviewed.
- Directors are responsible for embedding ESG considerations into their areas of the business and for ensuring compliance with this policy.
- The Human Resource Committee has responsibility for advising on the social and governance aspects of this policy, including training, wellbeing and equality matters.
- All employees are responsible for conducting their day-to-day work in a manner consistent with this policy and for raising any concerns with their line manager.
- Surveyors and Managers instructing works or advising clients should have regard to this policy when making recommendations to landlords and clients, where their role and management agreements allow.

6. Monitoring, Targets and Review

The Company will monitor its performance against this policy and look to set measurable, achievable targets as its ESG programme develops — for example, around energy use, waste and recycling, training hours, and community contribution.

This policy will be reviewed at least annually, or sooner if there is a significant change in the Company's operations, client requirements, or relevant legislation.

Signed

Paddy Brennan
Managing Director

July 2026