

ESG Update | 2023 Q4



Affordability Awareness

Veritas continued to add affordable, rent-controlled housing in the supply-constrained San Francisco market by converting underutilized space to accessory dwelling units (ADUs). Four new apartments were created at the desirable Pacific Heights neighborhood.



Resident Engagement

The ongoing collaboration with Alvéole is more than a commitment to sustainability; it's a journey towards enriching our local ecosystem and strengthening our community bonds. A recent highlight of this partnership was the beeswax candle-making workshop for our residents. This event perfectly showcased the blend of creativity and environmental care.



Residents of San Francisco and Oakland embraced the festive holiday spirit with a photo competition and giveaway. They submitted photos of apartment decorations, dressed up furry friends, family traditions, ugly sweaters, and Santa's little helpers. Hundreds of votes poured in to determine the top three holiday photos, with cash prizes awarded to the most popular entries.



Governance

To enhance fraud prevention, minimize risks, and optimize cost-effectiveness, the Leasing Operations team introduced a new screening tool into their resident application process. This customizable solution, provided by Yardi, seamlessly integrates with the current ecosystem and offers a comprehensive view of applicants' previous rental histories, significantly enhancing the screening process.

The Property Services team launched an enhanced procedure for handling construction project change orders and approvals. This newly devised process not only provides improved visibility into the workflow, but also accelerates the approval process, leading to faster completion times.

In recognition of Veritas' commitment to recruiting and retaining exceptional talent, the San Francisco Apartment Association acknowledged five Veritas team members with the prestigious Trophy Awards. A total of 6 employees were nominated for awards that celebrate the finest talent within the San Francisco Rental Housing Community.



Health, Safety & Wellbeing

During an All-Hands meeting, the significance of earthquake preparedness was reinforced for our full-time staff, part-time employees, and corporate contractors. Seasoned members of the Property Management team shared valuable safety tips, offered recommendations for personal planning, and raised awareness regarding overall risk levels related to earthquakes.

Stakeholder Engagement

Sr. VP of Marketing, Stéphanie Versin, took the stage at the 2023 Opt Tech conference to share Veritas' journey towards setting the industry standard for leasing centralization. With a sophisticated and robust CRM system, Ms. Versin demonstrated how intelligent, data-driven decision-making can streamline marketing and leasing operations.



VWIRE continued its mission of advancing women in the workplace through two webinars that showcased dynamic executive women in the real estate industry. Fran Federman, EVP and CIO at CyrusOne, and Veronica Unnikrishnan, Partner at 5Q, generously shared insights on professional development, leadership guidance, and the positive impact of a supportive work environment on mental health.



In acknowledgment of exceptional performance in the workplace and unwavering dedication to our core values, Veritas executives bestowed the annual R-IMPACT awards upon 24 deserving employees.



Community

As the holidays approached, a dedicated group of employees devoted a day to bringing festive cheer to the Ronald McDonald House Charities in Oakland. Recognizing the hardships families endure when they are away from their homes, we helped brighten the season for these residents by decorating the house and organizing a treasure trove of donated toys for the children to enjoy.



Veritas staff generously participated in the San Francisco Firefighter's Toy Drive during the company's holiday gathering, resulting in the collection of three bins filled with toys for children in the local community.