

sustainability, policy

Business Development unit 2024-11-26

Adopted by the Board of Directors in Akelius Residential Property AB (publ) 2021-02-22.

Reviewed 2024-12-10.

essentials

The sustainability policy defines Akelius' commitment to improving its sustainability performance.

scope of policy

The policy is applicable to the Board of Directors and all staff.

The sustainability policy aligns with Akelius' Code of conduct following the principles

- respect the rule of law, and act in accordance with laws and regulations
- conduct business with honor and integrity
- respect human rights

The company encourages the staff to report any behavior inconsistent with this policy.

structured approach

The sustainability management of the company is based on four layers

- policies
- targets
- action plans
- results

All staff must know the four layers.

The company must have an action plan for every target area.

policies

- sustainability policy
- freedom of association policy
- staff diversity and equality policy

- sustainable work environment policy
- political involvement policy
- greenhouse gas emissions reduction policy
- green procurement policy
- responsible investment policy
- anticorruption policy
- authorization policy
- risk management
- financial policy

targets

- sustainability targets

action plans

- energy action plan,
one per profit center
- staff action plan
- governance action plan

reviews and results

- monthly review with regional managers and city managers
- quarterly review with CEO, cities, and Business Development unit
- quarterly review during construction and design committee

focus areas

Akelius collects information from stakeholders, through a materiality analysis.

The materiality analysis determines importance and impact, dividing the company's sustainability work.

The analysis is divided into four pillars and twelve areas with specified targets, as below.

environment

- energy and water management
- carbon emission management
- waste management and construction materials

staff

- diversity and non-discrimination
- employees' health and safety
- attractive working environment

society and tenants

- tenants' health and safety

- dialogue with tenants
- charity through the beneficial owner, Akelius Foundation

governance

- business ethics, compliance, and transparency
- digitalization and cybersecurity
- sustainable supply chain

constantly improving

Akelius strives to constantly improve its sustainability performance.

The company's sustainability performance is quarterly

- monitored
- evaluated
- reviewed
- reported, internally and externally

Sustainability should be implemented in all business decisions and processes, including

- acquisition
- operations
- sales

- financing
- tax
- trainings

Akelius

- aims to be climate neutral by 2050
- is a signatory of the United Nations Global Compact
- contributes to the United Nations Sustainable Development Goals
- commits to reporting according to Corporate Sustainability Due Diligence, CSRD, from 2025 onwards

All established policies, guidelines, and instructions, should incorporate sustainability.

responsibilities

ownership

The CEO has ownership of the sustainability policy.

sustainability strategy

The CEO and the Business Development unit are responsible for the sustainability strategy development.

operational implementation

Management is responsible for

- implementing and communicating the sustainability policy
- ensuring compliance with the sustainability policy
- reaching the sustainability targets

individual implementation

Each staff member is responsible for

- reading and understanding the policy
- implementing their part into action plans to achieve the sustainability targets
- reporting any behavior inconsistent with this policy

approval and review

The Board of Directors reviews and approves the sustainability policy and the targets annually.

CEO and Business Development unit interact with stakeholders, whereupon policy and targets are reviewed.