

## Sustainability Policy

### Introduction

The purpose of the Policy is to define SBB's position and guidelines for participation in building a sustainable society. Sustainability at SBB is based on Vision 2030, a continuous dialogue with stakeholders and the company's values of long-term and reliable ownership and property management. SBB stands behind the Paris Agreement's Climate Goals, the UN's Global Goals for Sustainable Development and the Global Compact's Ten Principles for Sustainable Business. Sustainability is a natural part of SBB's business model and SBB works towards being the most sustainable real estate company in the world.

SBB's Board of Directors annually establishes a Code of Conduct, Whistleblower Policy and Sustainability Policy as well as sets sustainability goals. The Sustainability Policy covers all of SBB's operations and applies to all companies within the Group.

The concept of sustainability includes the following dimensions:

- Economic
- Ecological
- Social

### Extent

Sustainability permeates all work within SBB. The Sustainability Policy covers all employees and all parts of SBB's operations, including partners. All employees, including all managers and partners, have a responsibility to stay informed about the Sustainability Policy as well as other policies applicable to the company and applicable legislation.

The Sustainability Policy is supplemented by the **Code of Conduct**, which defines guidelines for action in matters such as ethics, anti-corruption, professional action, work environment, gifts, bribes, inside information, communication, integrity, discrimination and compensation.

To ensure that managers and employees act in accordance with SBB's ethical guidelines, a whistleblower service is available. The service is handled externally. Guidelines for the whistleblower service can be found in SBB's **Whistleblower Policy**.

### Principles

All employees have a responsibility to:

- Work to minimise SBB's environmental impact and energy use in new-builds and property management
- Consider the environmental impact from a life cycle perspective
- Minimise the environmental impact of transport
- Strive towards never using materials that are classified as environmentally hazardous. Every deviation from this shall be registered in a follow-up system and approved by an appointed employee with responsibility for quality management
- Minimise waste and utilise waste and resources in a responsible manner
- Comply with laws and regulations and cooperate so that SBB's environmental work is designed in agreement with society's environmental goals



- Inform partners and suppliers about SBB's sustainability work and set requirements and make demands

## **Vision and Targets**

All SBB's sustainability visions and goals are prepared in dialogue with stakeholders with research-based knowledge of the business' sustainability-related risks and opportunities.

SBB's overall goals and direction in sustainability are defined in a Sustainability Vision for 2030 that has been adopted by the Board of Directors. The Sustainability Vision also sets long-term goals within the three sustainability dimensions.

Operational goals and strategies in 1-5 years' time within the three sustainability dimensions are prepared by SBB's management team in consultation with the Board of Director's Sustainability Committee and are adopted annually by the Board of Directors. The operational goals are specific, measurable, set within a time frame and assigned to the responsible manager.

All employees are responsible for knowing and understanding the Vision and goals, understanding how they relate to their own role and contributing to achieving them by applying and further developing SBB's working methods and methods for sustainable community building.

## **Follow-Up**

SBB must be transparent in its follow-up and reporting of environmental goals, impact and risks.

The CEO and the responsible manager for each goal continuously follow up the sustainability goals in consultation with the Head of Sustainability. Fulfillment of the goals is compiled and reported quarterly to the Board of Director's Sustainability Committee and annually to the Board of Directors and in the Annual Report. The Board of Director's Sustainability Committee is responsible for reviewing and monitoring the continuity and progress of the work with the sustainability goals, management of sustainability risks and compliance with the Sustainability Policy and Code of Conduct.

SBB's environmental impact and environmental risks are monitored and reported annually in the Annual Report. The Board of Director's Sustainability Committee is tasked with ensuring transparency and reliability in sustainability reporting. Relevant indicators for accounting are designated in dialogue with stakeholders with research-based knowledge of the business'sustainability-related risks and opportunities.

The Board of Directors has adopted this Sustainability Policy on 27 April 2020.

