Sustainability policy

Business concept

To sustainably own, manage and develop public properties

Vision

We strengthen the backbone of society



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HEMSÖ

1. Introduction

Hemsö's vision is to strengthen the backbone of society. Hemsö's business concept is to sustainably own, manage and develop public sector properties. This means being a long-term and responsible property owner. Hemsö's properties form part of society's infrastructure, and through our premises we create conditions for, among other things, education, healthcare and the justice system – activities which are all fundamental to a sustainable society

2. Control of sustainability efforts

The Sustainability Policy is based on Hemsö's sustainability strategy and considers the company's material sustainability aspects and stakeholders. It is founded on the principles of the UN Global Compact, the ILO Conventions, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Responsible Business Conduct, and the Paris Agreement. This policy covers Hemsö's work relating to climate, energy and resource efficiency, ecosystem services, as well as human rights and working conditions.

The sustainability strategy and Sustainability Policy are adopted by the Board of Directors and reviewed annually to ensure that sustainability work is fit for purpose and addresses the sustainability aspects material to the business. Targets are established in the company's business plan. Hemsö's Sustainability Guideline describes the sustainability aspects material to the business in greater detail. Sustainability work is regularly monitored in accordance with the Sustainability Guideline, within the sustainability report, and by Hemsö's Sustainability Committee.

Hemsö's material sustainability aspects within the areas of environment, social responsibility and governance are:

- Mitigation of climate change, adaptation to a changing climate, energy use, ecosystem services, circular processes and resource use.
- Human rights, working conditions, equal treatment, diversity, and health and safety for workers in the value chain, community engagement and impact on local communities, as well as tenants' health and safety.
- Corruption and responsible business conduct.

3. Sustainability for Hemsö

Hemsö's sustainability work shall contribute to sustainable social development as well as the sustainable development of Hemsö as a company, economically, environmentally and socially. This means that we shall:

Climate

- Decrease our climate impact, with the objective of achieving net zero emissions throughout the entire value chain by 2040 and a 50 per cent reduction by 2030*.
- Assess climate-related risks and opportunities and adapt operations to a changing climate, with the objective that all Hemsö properties shall have an adaptation plan no later than 2030.

Resource efficiency

- Optimise the use of energy, materials and resources and minimise waste throughout the lifecycle, with the objective of reducing energy intensity by 20 per cent by 2030*.

Ecosystem services [1)]

- Preserve, enhance and develop ecosystem services, with the objective of no net loss by 2030 and increased value by 2040**.

Improve qualitive of life for people

- Provide safe, secure, healthy and inclusive environments for all people who spend time in our buildings and on our properties, with the objective that all new developments and major refurbishments shall be environmentally certified.

Social infrastructure

- Contribute to social development through innovative public sector properties that create vibrant environments.

Business ethics, transparency and zero harm

- Ensure a sound working environment, human rights and decent working conditions throughout the entire value chain, with a vision zero approach to accidents and zero tolerance for corruption. All our business partners shall sign our Code of Conduct for Suppliers and operate in accordance with it.

*Base year 2022
**Base year 2025

[1)] Ecosystem services are the values and functions that nature provides us with, such as clean air and water, where biodiversity is essential for these to function in the long term.

Sustainable financing

- Ensure that our sustainability work has a positive effect on Hemsö's competitiveness, contributes to the opportunity to obtain sustainable financing, and provides long-term sustainable economic growth in line with return requirements.

Environment and quality

- Ensure that Hemsö complies with laws and other requirements and works proactively based on identified risks.
- Conduct systematic quality management to support the monitoring, development and continuous improvement of our own working methods and those within the supply chain

4. Roles and responsibilities

The policy applies to all employees and all parts of Hemsö's operations.

4.1. Board

- Adopts the policy and conducts a recurring annual assessment of the policy's relevance and decides on any revisions.

4.2. Sustainability Committee

- Monitors the company's strategic sustainability targets, oversees sustainability reporting and compliance, and prepares sustainability matters for decisions by the Board of Directors.

4.2. Chief Executive Officer

- Ensures that the Sustainability Policy is integrated into the business and that the policy is complied with.
- Ensures that the company has the necessary conditions to conduct operations in accordance with the Sustainability Policy.
- Approves Hemsö's Sustainability Guideline.

4.3. Head of Sustainability

- Is responsible for sustainability matters within Hemsö's management team.
- Conducts reviews of the policy and prepares proposals for revisions. Reviews shall be conducted at least annually or when required due to changes within Hemsö or in the external environment.
- Ensures that this policy is communicated and that the organisation has sufficient information regarding its content and implications.
- Is responsible for monitoring the sustainability targets and reporting any deviations to Hemsö's management team and Sustainability Committee.