



# CORPORATE SUSTAINABILITY POLICY FOR WELL FASTIGHETER

Adopted by the Board of Directors of  
Well Fastigheter Holding AB  
January 2020

**PEOPLE.**

**PLANET.**

**PROFIT.**



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WELL'S YOUTUBE-CHANNEL



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(Well Towers)



## People. Planet. Profit.

Well Fastigheter (“Well”) is a property developer with a long-term philosophy, which reflects on all our actions. Well’s sustainability commitments are a natural part of our business and a prerequisite for achieving our company’s goals.

Real estate companies play an important role in society, by providing homes to the community in ways that promote sustainable economic growth and prosperity. Thus, Well’s business has a direct and indirect impact in the markets and communities where we operate. Well defines Corporate Sustainability as the delivery of long-term value in economic, ethical, social and environmental terms. Well integrates corporate sustainability in its activities by taking a broad business approach and targeting three areas – Community and People, our planet and responsible profit.

## Purpose and Scope

The purpose with this policy is to define the framework for sustainability at Well and provide a governing platform for Well’s sustainability work for all business decisions, including property development and investments.

The policy applies to Well Fastigheter’s corporate group and covers Well’s business activities and operations.

## Corporate Sustainability Statement

Well recognises that sustainable development is an important and integral part of the pursuit of value creation for customers, employees, shareholders and society at large. Well is convinced that companies that include sustainability in their operations and business decisions are more successful in the long term. Our ambition is to create long-term value from an ethical, social, environmental and financial perspective. We strive to address sustainability issues that are relevant and meaningful for us as a property developer and the markets in which we operates.

Well Fastigheter:

- Integrates sustainability throughout our business, taking responsibility for acting and living Well’s values, striving for simplicity and transparency.
- Influences through dialogue and develops solutions and offerings that provide opportunities for Well’s customers and other key stakeholders to make positive contributions to a sustainable future.
- Manages risks, including those related to environmental, social and governance aspects.
- Contributes to the development of society and future generations.

## Our focus areas

Well integrates sustainability in its activities by taking a broad business approach. This includes identifying and seizing opportunities for positive impact as well as avoiding adverse impacts through our own activities. Well aims to promote awareness, knowledge and innovation by educating and motivating employees as well as customers. Well monitors and follows up its sustainability performance.

The most important sustainability aspects and focus areas for Well's were identified in a materiality analysis produced during the autumn of 2019. The aspects are of material significance for both Well and our stakeholders. The five most material aspects make up three strategic focus areas: financial, social and environmental responsibility. The results have been discussed, analysed and adopted by the management team.

### Long-term profitable growth

Well creates long-term profitable growth and value for owners and other stakeholders by improving our competitiveness and developing buildings and areas in financial, social and environmental ways.

### Physical and physiological wellness in homes

Well has been developing Wellness homes since 2010 under the name Wellness Living. Our homes are designed with the resident's physical and mental well-being in mind. Our constant goal is for our customers to feel well in our homes.

### Environmental certification of buildings

It is Well's overarching goal – and a requirement – that all future buildings must be environmentally certified according to the Sweden Green Building Council's (SGBC) Brons level. Well is also a member of the SGBC, Sweden's leading organization for urban development.

### Business Ethics and Anti-corruption

Well's Code of Conduct contains guidelines on the requirements we make of ourselves in terms of behaviour and conduct, and what we expect from our business partners. The Code reflects the company's focus areas, material sustainability aspects and values and builds on the UN's Global Compact regarding human rights, labour law, the environment and corruption, and the UN's Agenda 2030 – Sustainable Development Goals.

### Sustainable purchasing and supplier evaluations

Well's long-term sustainability target is to follow the industry roadmap towards climate-neutral operations, including within projects. Cooperation with our suppliers is key to achieving this target. Furthermore, our ambition has also been to work on special sustainability measures/clauses, i.e. green agreements, with our suppliers and contractors to facilitate optimal resource efficiency in projects.







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### **Training and skills development**

Well wants to be an inclusive employer that ensures health and safety and that develops and takes care of different skills. Our long-term goal is to be the most attractive employer in the industry. We are therefore working continuously with skills development, career planning and the promotion of our employees' health and well-being.

### **Sustainable construction materials**

Well aims to enjoy a reputation for our methods and usage of innovative technologies. Wooden building technology and low-energy housing solutions are areas where we place our focus.

## **Stakeholder Engagement**

Well strives to address sustainability issues that are relevant and meaningful for us as a property developer and the markets in which we operate. Engaging with our stakeholders and incorporating their feedback is therefore instrumental to the success of Well's sustainability work. Well also acknowledges the role we can play in collaborating with stakeholders on issues and challenges of mutual interest and concern.

The eight most important stakeholders for Well were identified in a stakeholder analysis produced during the autumn of 2019.

- Shareholders
- Customers
- Society
- Municipalities
- Partners
- Employees
- Suppliers
- Financers

## **Governance**

The Head of Sustainability as well as the CEO of Well Fastigheter, together with The Board of Directors are responsible for deciding on Well's strategy and sustainability approach. The Head of Sustainability decides on the development and the execution of the corporate sustainability approach, in line with the strategy set by the Board.

### **Corporate Sustainability (CS) Committee**

The CEO has assigned an operational steering group, the Corporate Sustainability (CS) Committee, responsible for Well's sustainability activities. The CS Committee includes representatives from all divisions.

The CS Committee is responsible for:

- Setting the sustainability agenda - approach, ambitions, targets.
- Recommending policy decisions that are formally adopted by the Board.
- Following up and monitoring the development of Well's sustainable business priorities as well as all sustainability practices within the Group.



Each committee member is also responsible for driving the sustainability agenda in their respective division or unit together with the Head of Sustainability.

### **Execution**

Each Head of Division is responsible for ensuring that activities carried out and instructions adopted are in accordance with this Policy.

### **Control**

The responsibility for implementing sustainability principles within the Group lies with the Head of Sustainability together with each division head. A review of the adherence to the sustainability principles at Well and subsequent Policies and Commitments shall be organised and conducted annually by the CS committee. Regular reports on compliance and progress shall be presented to the CS Committee and, at least yearly, to the board of directors.

## **Reporting**

Well shall be transparent in its efforts to support long-term sustainable development of its operations. We aim to report publicly on the sustainability performance on an annual basis. The sustainability reporting shall be finalised in conjunction with the Annual Report, as a separate report, integrated or a combination. Our goal is that the sustainability reporting should be in accordance with the Global Reporting Initiative (GRI), core option.



(Urban Park)

## International Commitments

Well recognises the importance of participating in and supporting international commitments that enable businesses to operate in a more sustainable way. Well is committed to:

Well is committed to:

- UN Global Compact
- Universal Declaration of Human Rights
- The eight ILO Core Conventions on Labour Standards
- UN Guiding Principles on Business and Human Rights
- UN supported Principles for Responsible Investments (PRI)

## Learn More

To learn more about Well's corporate sustainability work, visit [www.wellfastigheter.se](http://www.wellfastigheter.se)!



(Idet Fjällby)







