

Applicable to: Hemsö	Person responsible: Head of Asset Management	Approved by: Board of Directors	Version number: 3.0
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Sustainability Policy

Version history:

Version	Date	Approved by	Comments
1.0	14 Dec 2011	Board of Directors	Original version
2.0	21 Oct 2015	Board of Directors	Revised version
3.0	26 Apr 2017	Board of Directors	Revised version

1. Introduction

Hemsö's vision is to be the best property company for public services, and Hemsö's business concept is to sustainably own, manage and develop properties for public use. This involves being a long-term and responsible property owner that conducts sustainable business in all parts of its operations. Hemsö's properties are part of the social infrastructure and our premises create conditions for education, health care and legal sector services – all of which are fundamental to a sustainable society.

2. Description

The aim of this policy is to define sustainability and to ensure that sustainability is an integral part of our business operations, from overall objectives and business concepts to personal targets for employees, and to help Hemsö achieve its long-term objectives. Hemsö's sustainability targets have been included in this policy to emphasise the importance of Hemsö's sustainability efforts, and to ensure regular monitoring of the sustainability targets at management level. Hemsö's sustainability efforts are targeted and prioritised according to the activities we conduct, the relevant stakeholders and the areas in which our work can generate the most benefit. Targets are set for priority areas. Hemsö is to review its targets and priorities every year to ensure that our sustainability efforts are moving in the right direction, and to account for the most relevant sustainability aspects for our operations.

Hemsö proceeds from the fundamental view that all people are equal. The company's work climate should be characterised by respect, understanding and knowledge of other people. Everyone at Hemsö will work together to build trust in Hemsö's operations, and to prevent bribery and corruption. Hemsö considers the applicable laws, regulations and international standards on human rights, labour and the environment as a minimum level and, as a responsible and progressive player, will help to drive development in the areas that are relevant to Hemsö's operations. We will maintain long-term relationships with the company's stakeholders, and high ethical standards in our business operations.

In general, Hemsö is to:

- offer secure and healthy environments for all people using our properties
- be an attractive employer for existing and potential employees
- identify areas in which Hemsö can contribute to development by making informed and thoughtful choices
- ensure effective use of human and natural resources
- take responsibility for any negative impact on society and/or the environment due to Hemsö's operations
- ensure adequate expertise in sustainability through training and communication
- show long-term, sustainable financial growth in accordance with yield requirements

3. Current sustainability targets

All newly constructed buildings are to certified in accordance with the Sweden Green Building Council (SGBC) system, with a minimum rating of Silver or the equivalent in another certification system.

By 2020, Hemsö is to have a property portfolio of at least SEK 10 billion financed through Sustainable investment.

Between 2012 and 2020, energy use is to be reduced by 30 per cent.

Every year, Hemsö is to provide valuable work experience for at least ten people outside the labour market.

Hemsö has adopted a zero accident vision for its properties.

Implement community initiatives that create synergies for Hemsö.

Be an employer at the forefront of health and diversity.

Achieve a 15 per cent return on equity over a five-year period.

4. Roles and responsibilities

This policy applies for all employees and all parts of Hemsö's operations. The operations in Germany and Finland are covered in all parts possible with consideration for national conditions.

4.1. Board of Directors

The Board of Directors adopts the policy and makes regular annual assessments of the policy's relevance as well as decisions on any revisions.

4.2. CEO

Determines Hemsö's sustainability guidelines.

4.3. Head of Asset Management

The person responsible for sustainability issues in Hemsö's Group Management.

5. Administration of this policy

Activity	Description
Maintenance and updates	The Sustainability Manager presents update proposals for the CEO's approval. The policy is to be reviewed at least annually or whenever necessary due to changed conditions at Hemsö.
Approval	The Board approves the policy and any updates.
Implementation	The Sustainability Manager ensures that this policy is communicated, and that the organisation has sufficient information about the content and its significance.
Monitoring and control	The Sustainability Manager monitors the sustainability targets and reports any deviations to Hemsö's Group Management.