

SUSTAINABILITY POLICY

Balder acquires, develops and manages residential properties and commercial properties and through its operations wants to contribute to creating a sustainable society by being a long-term sustainable property owner.

This sustainability policy regulates the company's stance and actions with regard to economic, social and environmental sustainability, and is a complement to the company's Code of Conduct. Balder's sustainability work and significant issues are structured on the basis of the company's sustainability framework, which is divided into five parts.



Properties

Properties today account for a large part of the total environmental impact in society. Through systematic and preventive work that is integrated into the business, Balder strives to constantly reduce the company's environmental impact. The company is affected by environmental legislation in many areas and works actively to meet the requirements for both new production and day-to-day management.

Balder's environmental goals, which applies to the entire group, are to:

- Reduce energy use and choose sustainable energy sources
- Work for environmentally friendly transport
- Reduce environmentally harmful substances and use resource-efficient materials
- Reduce waste volumes and increase the sorting rate

All new production in-house must be certified according to at least Miljöbyggnad Silver or equivalent.



Partnerships

Community involvement is a natural part of Balder's work and a way to contribute to sustainable societal development. To succeed in this, a great commitment is required from the employees, but also that the company collaborates with other players, both locally and regionally.



Areas

For Balder, it is important to contribute to the development of entire areas and districts where the company has properties, and in this way to create security and well-being among the tenants. The company must therefore carry out various activities that promote this development.



Coworkers

Balder's employees continuously contribute to the development of the company. A prerequisite for this to be possible is good working conditions that promote diversity, innovation and cooperation and at the same time support the company's values.

In order for Balder to achieve the overall goal of being an attractive employer, the company must have the ability to recruit and retain employees with the right skills. Balder is dependent on employees with the right skills to continue to run and develop the business. Training and development is an important factor in retaining employees and creating internal commitment. Balder works continuously with internal training and information for employees.

It is also crucial that these employees thrive and feel a commitment to Balder and feel that they have the opportunity to develop within the company. Balder works continuously to create the conditions to make this possible.



Finances

Balder shall be a long-term owner who bases its operations on stable cash flows and satisfied customers and employees. The company creates growth by acquiring, managing and developing properties. Good finances are a prerequisite for Balder to be able to be sustainable in the long term.

Satisfied customers who thrive and stay in the company's homes and premises are in turn a prerequisite for good finances. The goal is for customers to develop in the company's premises and for their different needs regarding both size and geographical location to be met. For residential customers, the goal is for them to thrive in their homes and stay with Balder for a long time.

Policy approved 2021-02-11

The Board of Directors at Fastighets AB Balder