

# Sustainability Policy

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## Background and purpose

At NP3 we have long-term responsibility- both for the properties we manage and for the people who rent and work in them. Sustainability is an integral part of the business and includes environmental, social and economic aspects.

The purpose of this sustainability policy is to establish principles and guidelines for the company's sustainability work, ensure compliance with laws and regulations, and contribute to long-term value creation for customers, employees and owners. The policy covers both the company's internal operations and the company's responsibilities in relation to its properties and other stakeholders.

The sustainability policy is based on the UN's Global Compact, an international initiative aimed at ensuring compliance with human rights, labour law, the environment and anti-corruption.

The company's materiality analysis is updated annually and shall form the basis for the company's sustainability work.

## Scope

The sustainability policy applies to all employees within the company and NP3's Board of Directors.

## Focus areas:

- Long-term economic result
- Anti-corruption and business ethics
- Climate and energy
- Equality, diversity and inclusion
- Work environment and human rights

## Long-term economic result

We work to achieve a long-term and stable economic result by managing and developing our properties in a responsible and resource-efficient manner. Through strategic investments in improving energy-efficiency, sustainable material choices and ongoing maintenance, we strengthen the value of our property portfolio over time. A sustainable economy means minimising operating costs, extending the life of buildings and ensuring attractive and safe environments for our tenants. In this way, we create long-term value both for the company, our stakeholders, and society at large.

## Anti-corruption and business ethics

NP3 has zero tolerance for any forms of corruption and financial irregularities, including bribes, unauthorised commissions, fraud, embezzlement and money laundering. Entertainment, gifts and other benefits should always be characterized by transparency, moderation and be clearly related to the business relationship. All cooperation with suppliers and business partners shall comply with the company's anti-corruption principles.

The private interests of employees shall not affect their judgment or conduct at work. Actual or potential conflicts of interest shall be immediately reported to the CEO. The company encourages employees to report suspected corruption or irregularities without the risk of reprisals, and provides clear channels for this.

- Employees must clearly distinguish between their professional role and their private online presence, including on social media, so that these are not confused with the company's activities. NP3 ensures that all employees receive regular training and information on anti-corruption, ethical guidelines and conflict of interest management.

### **Climate and energy**

The company owns, manages, develops and builds properties, and shall work to minimize the environmental impact in all areas of its operations. We follow the precautionary principle and ensure that our environmental work always meets or exceeds current environmental legislation and other relevant environmental requirements.

The company aims to reduce its carbon footprint by:

- Running operations in line with the UN's Sustainable Development Goals.
- Reducing our greenhouse gas emissions with the goal of reaching net zero across the entire value chain by 2045.
- Increasing the share of energy-efficient and sustainable properties, complying with the EU Energy Performance of Buildings Directive (EPBD) and annually reducing energy use per sqm.
- Applying environmental requirements when procuring products and services.
- Paying attention to tenants' sustainability needs and work together to meet new requirements and conditions.
- Minimising landfill and incineration waste and promoting reuse wherever possible.

### **Equality, diversity and inclusion**

The company shall be an equal and inclusive workplace with a good work environment and open communication. All employees shall have equal rights and opportunities regardless of gender, gender identity, ethnicity, religion, disability, sexual orientation or age. We strive for diversity and equal opportunities at all levels of the organisation, including management and decision-making positions.

NP3 combats discrimination, harassment and degrading treatment and we work actively to ensure that all employees feel involved, heard and valued. Salary and conditions of employment shall be based on objective grounds.

We aim to:

- Increase equality and solidarity at all levels.
- Ensure equal opportunities for employment and development.
- Facilitate balance between parenting and work.
- Have physical and psychosocial working conditions suitable for everyone.
- Have managers in charge and employees knowing and following the policy.

NP3 monitors and measures diversity, equality and inclusion on a regular basis to ensure progress.

### **Work environment and human rights**

The company respects internationally recognized human rights and ensures that no employee is exposed to physical or psychological harm as a result of work. All employees have the right to legally and peacefully participate in trade union activities and collective bargaining.

The company promotes equal opportunities and combats all forms of discrimination. All employees should be treated with respect and dignity. The work environment shall be safe, healthy and sustainable, comply with applicable laws and agreements, and support work-life balance.

### **Compliance and follow-up**

- The company's Board of Directors determines the sustainability policy.
- The CEO has overall responsibility for the implementation and compliance with the policy.
- All employees are responsible for acting in accordance with the sustainability policy.
- The company's management shall discuss the policy with the employees and create a work environment where it is safe to raise issues and concerns related to sustainability. Employees are encouraged to report suspicions of fraud, corruption or other irregularities to management.
- Management is also responsible for all staff receiving regular training sessions on the sustainability policy.
- When reporting to the CEO, commander or audit committee, anonymity shall always be guaranteed.
- By being employed with NP3 Fastigheter, you as an employee agree to comply with this policy in its entirety.

### **Reporting of suspicions of non-compliance**

Employees are encouraged to report non-compliance with the sustainability policy via the company's whistleblower function. NP3 will not tolerate any discrimination or retaliation towards an employee who has, in good faith, reported any suspected violations.

### **Updating**

This business policy shall be updated annually or as needed, and is determined at ordinary board meetings.