

Social responsibility policy

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Background

Vasakronan's assignment is to deliver a high and stable long-term return, though never at the expense of people or the environment. We conduct our operations based on the company's vision to "create future-proof cities for everyone, where people and companies thrive." At the same time, we contribute to a sustainable society where the needs of existing and future generations are both met. Taking responsibility for the people affected by our operations is a natural and integrated component of all of our operations.

Our social sustainability efforts are aimed at setting an example for others. In particular, we focus on the following groups:

1. Our own employees
2. Everyone who performs work on our behalf (in our supply chain)
3. People in our neighbourhoods
4. Our tenants and their employees



Scope and responsibility

The social responsibility policy covers all Vasakronan employees. It is approved by the CEO and is based on applicable laws, ordinances and requirements in Sweden and other relevant countries. In addition to following applicable laws, regulations and requirements in the area, we:

- Ensure a positive and safe work environment for our own employees and everyone who performs work on our behalf. Our responsibility regarding the health and safety of our own employees is summarised in the company's Work environment policy.
- Ensure sound and acceptable working conditions for our own employees and everyone else who performs work on our behalf.
- Ensure that our own organisation is characterised by diversity and inclusion, including setting requirements for our suppliers to support this work and ensuring that all of our buildings and areas are designed to promote diversity and inclusion. Our responsibility regarding the equal treatment of our own employees is summarised in the company's Diversity and inclusion policy.
- Ensure healthy and comfortable indoor and outdoor environments for our tenants, their employees and visitors as well as for others who spend time in our neighbourhoods.
- Ensure that our neighbourhoods are safe and secure for everyone who spends time there.

By:

- Collaborating actively with our tenants and suppliers to reduce both their and our negative impact on people and to increase their positive impact.



- Setting clear social requirements for the procurement of goods and services and ensuring that these are adhered to.
- Allowing our social responsibility ambitions to influence all our decisions.
- Working in a way that allows all of our employees to contribute to social responsibility.
- Continuously monitoring and constantly improving our social responsibility initiatives by setting challenging targets.

We have long-term as well as short-term goals (ten-, five- and one-year) in this area, which are presented in the company's business plan.