

SUSTAINABILITY POLICY

PURPOSE AND OBJECTIVES

The Diös sustainability policy governs the company's operations and development such that they evolve sustainably. By considering environmental, economic and social perspectives in our entire operations we contribute to positive urban development and sustainable development. The policy explains to all our internal and external stakeholders how our company is transparent, aware and focused on the long-term.

RESPONSIBILITY AND GOVERNANCE

The Executive Management Team decides upon the policy and any updates to it, and the CEO has the ultimate responsibility for ensuring adherence to the policy.

The Sustainability director is responsible for ensuring that the policy is updated, made available and communicated to managers. Each manager is responsible for communicating and implementing the policy in their business area. All employees must be aware of the sustainability policy and work according to its guidelines.

The Diös sustainability policy must be available at www.dios.se.

POLICY

Diös wants to promote responsible behaviour in the workday. All employees have a responsibility to make conscious decisions and adjust the way they work to ensure sustainable development. The task of Diös is to enable this change. Furthermore, Diös wants to enable progress towards a more circular economy and will be open to new business models. Our long-term sustainable business model generates stable profitability, which allows us to offer job security.

Environment - *We shall*

- Reduce our greenhouse gas emissions
- Seek to supply more renewable energy to the market
- Improve the conditions for biodiversity in our cities
- Implement climate adaptation strategies in our operations, based on local and regional risk assessments, to improve the company's resilience
- Streamline resource consumption and waste management through awareness in procurement
- Encourage responsible water consumption in our operations

Social - *We shall*

- Actively enable efforts to improve safety in our cities
- Work to ensure equality and fairness in the property industry and that there is a place for everybody in our cities
- Take responsibility for employee health and well-being
- Act pro-actively and have zero tolerance for discrimination and harassment

Economic - *We shall*

- Be proficient buyers by placing clear and relevant demands on our suppliers
- Follow up our suppliers to ensure that they deliver in accordance with our code of conduct and requirements
- Adhere to applicable tax laws and not conduct questionable tax planning
- Be an aware and transparent company through relevant risk analyses and clear communication of risks and how they are managed
- Act pro-actively and have zero tolerance for corruption

Approved by	Date	Last revised	Responsible for document	Document name
Group Management Team	20/11/2019		Sustainability director	Sustainability policy
