

# Sustainability Policy

HusCompagniet A/S, CVR-no. 36972963

## **1 Introduction**

At HusCompagniet, we endeavour to innovate and build more environmentally sustainable homes for our customers, and to do so in a way that ensures the safety of our people and partners, and minimizes negative impact on the environment.

This Sustainability Policy governs HusCompagniet's approach to sustainability, guided by our commitment to the ten principles of the UN Global Compact on environment, human rights & labour rights and anti-corruption.

Our strategic work with sustainability is informed by the UN Sustainable Development Goals, which guide HusCompagniet's progress towards preserving environmental, social and economic value, and ultimately our long-term value creation.

## **2 Governance**

This policy applies to all of HusCompagniet's businesses. This policy is supported by subject-, and user-specific policies, which guide our employees, operations and the conduct of our external partners. An independent whistleblowing system is available for reporting of offences without fear of reprisal. This policy has been approved by the CEO and by the Board of Directors of HusCompagniet.

## **3 Climate and environment**

HusCompagniet is committed to reducing the climate-related and environmental impacts of our operations throughout the life cycle of the homes that we build. As a part of this, we work to protect ecosystems and biodiversity.

Climate change and the transition to a low-carbon economy, as set forth by the Paris Agreement, are among the defining challenges and opportunities of this generation and is a key strategic sustainability priority for HusCompagniet.

We aim both to minimize the CO<sub>2</sub> emissions in our operations and, importantly, to develop and promote homes that reduce the environmental impact and carbon footprint of a home throughout its entire lifecycle. For HusCompagniet, this means sourcing more sustainable, less carbon-intensive building materials that are more readily recycled or reused at end-of-life, thereby reducing the carbon footprint of our operations, and enabling our customers to choose renewable energy and environmentally friendly solutions for their homes.

## **4 Human rights and labour rights**

HusCompagniet is committed to respecting human rights and labour rights, and we strive to advance these principles with our employees in our own operations, as well as with our partners, subcontractors, and throughout the value chain.

Our people are the core of our business and we strive towards a more diverse and inclusive work culture and environment. HusCompagniet commits to treating all people with respect, and to opposing discrimination of any form, including on the basis of age, gender, race, religious beliefs, political opinion or sexual orientation. We support the rights set forth in the Universal Declaration of Human Rights, and the Fundamental Labour Conventions of the ILO. HusCompagniet respects the right to freedom of association and collective bargaining.

We work with our suppliers and subcontractors to promote sound working conditions and protect human and labour rights throughout our supply chain, in line with our Supplier Code of Conduct.

## **5 Health and safety**

The safety of our people and the partners and subcontractors that we work with is a key priority for HusCompagniet.

This includes mental health and well-being, an important factor in the development of our people. We are committed to developing organisational competencies and governance to promote a safe working environment for our employees and subcontractors. Our aim is to further and continuously strengthen the safety culture at all of our construction sites.

## **6 Business ethics and anti-corruption**

Respect for business ethics and anti-corruption are foundational to a fair and sound business environment. At HusCompagniet, we are committed to conducting business responsibly, and we have a zero-tolerance policy for bribery and corruption in any form. Our Anti-Corruption and Business Ethics Policy outline requirements related to anti-corruption, and we work to ensure that our employees understand and abide by our ethical values.

HusCompagniet takes active measures to ensure that when working with suppliers and subcontractors, ethical business practices are upheld by our business partners. We require that our suppliers adhere to our Supplier Code of Conduct, which includes, among other things, commitments related to business ethics and anti-corruption.

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This Sustainability Policy has been adopted by the Board of Directors of HusCompagniet on 5 November 2020 and is available on the Company's website.