



# Communication on progress

## STATEMENT BY THE CEO

I am pleased to confirm that Vectura reaffirms its support of the ten principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment, and Anti-Corruption. Vectura is committed to making the Global Compact and its principles part of the strategy, culture and daily operations. In our Communication on Progress report, Vectura documents the progress within Vectura. We are also committed to share this information with our stakeholders using our primary channels of communications. Vectura has taken a large step within sustainability during 2020 and will continue to make further investments in 2021 with the aim to continue strengthening our sustainability work and reach our ambitions.

### Joel Ambré

Chief Executive Officer

Vectura Fastigheter AB

*Vectura supports the UN Global Compact and its ten principles. Below we describe Vectura's sustainability strategy based on the UN Global Compact.*

## HUMAN RIGHTS

Vectura supports and respects internationally proclaimed human rights and ensures that the company is not involved in human rights violations.

Vectura holds the view of equal value of all people and has a no discrimination policy stated in Vectura's Code of Conduct and other corporate documents e.g. employee handbook and Sustainability Policy. Vectura's Code of Conduct for Suppliers also requires suppliers to support and respect internationally declared human rights, to ensure that suppliers do not violate human rights.

Violations connected to discrimination must be reported to the closest manager or someone in the management team. Suppliers should contact designated contact person at the company. If it is not appropriate to contact any of these persons, the company's whistleblower function can be used.

### Actions:

- All stakeholders, including employees, suppliers, subcontractors, and tenants are to comply with Vectura's Code of Conduct.
- Training sessions to be conducted for all employees on an annual basis, to raise the awareness in human rights issues.

### Goals:

- Vectura shall contribute to society by offering at least one internship per year.
- All suppliers shall sign and confirm Vectura's Supplier Code of Conduct.

**Measurement of outcome:**

- No of internships in 2020 provided by Vectura increased from two to four.
- Vectura developed a more extensive Code of Conduct for Suppliers by year end. As of YTD 2020, 80% of supplier volume is under way to have received, signed and confirmed the extended Code of Conduct as an attachment to underlying agreement.
- No case of violation connected to human rights has been reported during the year.

**LABOR**

Vectura's Code of Conduct states that Vectura works to achieve a diversified, inclusive, and sustainable workplace. Discrimination, harassment, and abusive treatment for whatever reason should not occur. At Vectura, all employees should feel included and all voices and opinions should be considered.

Vectura shall ensure compliance with labor and employment laws, including working hours. Furthermore, Vectura upholds the freedom of association and the effective recognition of the right to collective bargaining.

Employees, suppliers, subcontractors, and major tenants are to comply with Vectura's Code of Conduct. As of 2020, Vectura has formulated a Code of Conduct targeted for employees only, stating the rights and obligations within Labor rights, Anti-corruption, Human rights and Diversity and Inclusion.

**Actions:**

- All employees shall comply with the UN Global Compact and its ten principles as well as Vectura's Code of Conduct
- Other stakeholders, e.g. suppliers and subcontractors are to comply with Vectura's Code of Conduct for Suppliers.
- All employees are entitled to medical insurance. Employees are entitled and encouraged to work out one hour per week during business hours and receive a yearly wellness contribution. As of 2020, Vectura also performs a monthly employee survey to ensure and follow up on Employee satisfaction, discrimination, work environment etc.

**Goals:**

- All employees shall sign and confirm Vectura's Code of Conduct
- A 50/50 share of men/women in management

**Measurement of outcome**

- No case of violation connected to labor has been reported during the year.
- The share of women amounts to 40% of Vectura's management group.
- All Vectura's employees have signed and 93% participated in 2020s training in the Employee Code of Conduct.

**ENVIRONMENT**

During 2020, Vectura has upgraded its sustainability strategy, including a renewed sustainability framework and policy supported by more ambitious goals and targets for the climate and environment.

To reduce energy, water and resource use, Vectura's Sustainability Policy states that new-builds shall be certified with a minimum of LEED Gold building certification.



Vectura's largest construction start in 2020 holds the highest certification requirement, LEED Platinum combined with WELL.

In addition, Vectura continuously encourages new initiatives that promote greater environmental responsibility from a life cycle perspective.

Sustainability targets include reduction of energy use, emissions, increased share of renewable energy and LEED certification (minimum Gold-level).

To minimize environmental and climate impact throughout the life cycle of the property, suppliers need to be aligned with Vectura's sustainability framework. According to Vectura's Code of Conduct for Suppliers and Sustainability Policy, suppliers should support a precautionary approach to environmental challenges, possess knowledge and control of its environmental impact and report waste quantities.

#### **Actions:**

- Vectura continuously analyzes and optimizes energy usage to reduce energy usage further.
- Vectura's ambition is to work with suppliers with environmental systems, for example ISO1400 certified companies.
- Vectura has set a new target that all new builds should be certified according to at least LEED Gold Standard. Further Vectura has started the process to perform climate calculations in all projects to reduce emissions. This will also meet the new Swedish regulation that will apply from January 1st 2022.
- In the refurbishment project Bromma hospital, enhanced focus is put on the life cycle perspective, increasing amount of reuse of materials, as well as reducing the overall emissions and energy usage. The project will continue for at least two years.

#### **Goals:**

- Vectura's goal is be climate neutral in the asset management process by 2025, and in the whole value chain by 2030.
- Life cycle analysis should be carried out for all new building projects to reduce amount of emissions.
- Vectura aims to increase the share of renewable energy and to explore alternatives to invest in and/or produce renewable energy.
- All new buildings are to meet at least meet LEED Gold Standard rating.

#### **Measurement of outcome**

- Energy usage dropped from 137 kWh/m<sup>2</sup> to 134 kWh/m<sup>2</sup> and CO<sub>2</sub> emissions from 3.4 tonnes CO<sub>2</sub>/m<sup>2</sup> to 3.0 tonnes CO<sub>2e</sub>/m<sup>2</sup> year on year.
- During 2020, further energy reduction initiatives were initiated such as a roadmap to meet the target of net-zero emissions in the asset management process by 2025.
- Vectura has 100% renewable energy contracts.
- All new-builds have initiated the process to become certified according to LEED Gold Standard.

#### **ANTI-CORRUPTION**

It is of highest importance that Vectura adhere to and comply with all given legislations and regulations as well as setting a bar for how to act and behave in society – always with the highest ethics. Vectura's and our stakeholders' businesses



must be conducted in accordance with good business practice, promote free competition and maintain a high ethical standard.

Vectura continuously works on improving the work against corruption and bribery. Violations connected to corruption must be reported to the closest manager, to someone in the management team, or through our whistleblower system.

**Actions:**

- All stakeholders, including employees, suppliers, subcontractors, and major tenants are to comply with Vectura's Code of Conduct.
- Vectura has strengthened policies, guidelines and discussed dilemmas to further increase awareness. During 2020 and going forward, all employees are trained annually in Vectura's Code of Conduct for employees, which includes principles and regulations for anti-corruption.

**Goals:**

- The goal is to not have any cases of corruption.
- All employees should be trained within the area at least annually.

**Measurement of outcome**

- No cases of corruption have been reported during the year.
- 93% of the employees participated in this year's training.