

## **SUSTAINABILITY REPORT FOR ODEVO AB**

The group's operational companies work actively with sustainability issues, primarily within property management, but also with other environmental, social, and economic goals. In their sustainability work, the companies strive to follow the guidelines for ISO14001 and materiality areas 7 and 12 according to the UN sustainable development goals.

### **The company's environmental goals**

The company uses various products for cleaning, repair, new construction and reconstruction and similar activities. These products must be environmentally declared, and waste must be avoided. Sorting at source and recycling of residual waste must be performed, and all storage must take place according to the environmental goals. Through improved working methods and replacement of vehicles, the amount of fossil emissions is reduced. To reduce the amount of mail delivery, digital communication with the customers is preferred if possible.

In agreements with suppliers, separate codes of conduct are drawn up and requirements for sustainable and long-term environmental work are included. These are subsequently followed up annually in an assessment.

There is great focus on guiding the customers towards long-term sustainability plans. Sustainability underlies all processes in the contact with customers such as offer processing, resource and material planning and management, both technically and administratively. Together with customers, a customer specific maintenance plan is prepared, and measurable goals are set and followed up regularly.

### **Other environmental goals**

The subsidiaries' own offices and premises have own environmental goals, which include sorting at source, recycling of material, if possible, waste management, controlled energy utilization for lighting and the like.

### **Social sustainability**

Social sustainability is a central element in the companies' sustainability work. The entire group is committed to building a workplace where the employees are offered great opportunities for personal development in an inclusive environment where it is permitted to test, fail and learn while having fun in the process. Employee surveys are conducted regularly and followed up in employee teams to ensure a sustainable working environment where we are constantly getting better at further developing a workplace that lives up to high expectations. Certain subsidiaries are also participating actively in the local community through sponsorships with an environmental focus.

### **Economic sustainability**

With the above-mentioned basis prerequisites, economic sustainability cannot be achieved. The companies and the group are therefore continuously working with the above issues in order to be a good co-operation partner for our customers and thus improve the possibilities for increased co-operation. Only by being a good role model and participating in our customers' and suppliers' sustainability work can the group be the preferred choice in future co-operation and procurement.