

# 9 ENVIRONMENTAL, SOCIAL, HEALTH AND SAFETY POLICIES

## 9.1 OVERVIEW

NREP was founded in 2005 on the realization that there was an opportunity in the Nordic real estate market to address structurally underserved segments and to provide more customer centric product solutions that would provide more value to users at less cost than existing alternatives were offering, with a firm belief that doing so could align positive impact with achieving strong sustainable economic returns across time and business cycles. NREP has subsequently gradually developed its capabilities with the objective of addressing the needs of an increasing set of specific user groups, such as providing specific housing products ranging from students to elderly as well as providing better community centers and commercial real estate. In parallel, the firm has gradually developed its capabilities to identify and implement solutions to make real estate better for our planet, with a specific focus on energy and materials.

We aspire to take a pioneering role in solving global and local “sustainability challenges” related to real estate. We want to develop better real estate products that enable

1. citizens to live in environmentally sound and healthy houses at all stages of their life
2. businesses to run their businesses more sustainably by offering environmentally sound and healthy buildings
3. environmentally sound and healthy urban development for a prosperous society

and to, continually leave a positive impact on our surroundings in its widest sense, be it to and through our employees, our activities, the local communities in which we invest or our stakeholders at large.

## 9.2 POLICIES

NREPs policies on environmental and social sustainability and health and safety articulate the Firm’s strategic commitment to build a prosperous future and are an integral part of NREP’s approach to risk management and value creation. In addition to these policies, NREP maintains additional policies related to responsible business practices and specific areas of corporate governance. The standards prescribed by local regulatory requirements in all the jurisdictions that NREP invests in are in line with international industry best practice for environmental, social, health, safety and governance standards.

### 9.2.1 ENVIRONMENTAL POLICY:

While buildings and development provide countless benefits to society, they also have significant environmental impacts. For example, approximately 40 % of the total energy use in the society can be allocated to the operation of buildings and roughly 40% of global raw material are used in buildings. With nature and natural systems as models to learn from, we focus on effective energy use, on reusing and recycling resources with greater effectiveness, on advancing natural energy flows and on emphasizing co-existence with nature.

Concretely:

- We strive to ensure that our assets undergo environmental improvement during our ownership. This also means that we include sustainability in our due diligence process and, preferably before the time of acquisition, develop a plan for improvement.

- In developments and new constructions, we constantly strive to leap-frog and transform existing practices and processes for better environmental outcomes
- We pursue opportunities for increasing provision of natural energy, e.g., solar
- We work with our customers and suppliers to jointly identify innovative and better solutions in a partnership spirit
- We encourage direct and open communication to constantly seek improvement

#### Compliance:

- In addition to the above, NREP designs and operates its activities in compliance with all relevant legislation and regulations.

#### Awareness:

- NREP communicates its policy to employees, suppliers and contractors to inspire, motivate, create awareness and to actively invite for broad participation in our journey.
- NREP will pro-actively seek opportunities to work with regulatory agencies and other relevant local stakeholders to promote awareness of and ensure preparedness for possible emergencies and to maintain open and constructive communication and to address environmental priorities and concerns.

#### Continual Improvements:

- NREP will review the Environmental Policy on a periodic basis and update as necessary with the aim to constantly improve our environmental impact.

### 9.2.2 SOCIAL POLICY

The built environment has a profound impact on human health and wellbeing, both physically, mentally and socially. By especially focusing on human-centric design, efficient use of space, healthy materials, and smart integration with nature, we aspire to create healthy, supportive, beautiful and diverse communities and environments.

NREP seeks the best possible outcome in collaboration with our stakeholders and is committed to establishing sustainable relationships to ensure social sustainability of its assets and any development projects that it undertakes. NREP recognizes that at every stage of development and operation potential negative effects may occur due to lack of communication and stakeholder engagement. Good management of communication and relationships with local stakeholders, both in the short term and long term, is essential to the business success of the developments and standing assets with potential impacts on local stakeholders.

#### Compliance:

- NREP will as a minimum meet all local requirements (including but not limited to requirements regarding local community consultation), will assess social risks and opportunities as part of due diligence and will in addition proactively engage with relevant local stakeholders to mitigate risks where potential risks are identified.

#### Awareness:

- NREP communicates its policy to employees, suppliers and contractors to inspire, motivate, create awareness and to actively invite for broad participation in our journey

#### Continual improvement:

- NREP will review its Social Policy on a periodic basis and update as necessary with the aim to constantly improve our social impact.

### 9.2.3 HEALTH AND SAFETY POLICY

The health and safety of employees, contractors and other stakeholders that may participate and be affected by the activities of NREP are crucial to NREP. NREP will at all times provide and maintain a safe working environment. NREP's aim is at all times to achieve zero lost-time injuries and fatalities.

The health and safety management processes are based on the philosophy that accidents can be prevented by the identification and management of risk. In particular, NREP acknowledges that the management of health and safety is an integral part of good management at all levels. This includes the provision of:

- Safe and healthy working conditions
- Arrangements for the operation, design and maintenance of safe systems of work
- Properly maintained and guarded buildings
- Information, instruction, training and supervision appropriate to NREP's activities
- Arrangements for consultation with employees and their representation regarding health and safety matters as appropriate

#### Compliance:

- NREP will comply with all legal requirements and follows best practice health and safety performance in all its endeavors.

#### Awareness:

- NREP will ensure that this policy is made known to all its managers, staff and contractors.

#### Continual improvement:

- NREP will perform periodic, systematic internal audits and will use the results as a basis for planning continual improvements of the company's performance and updates of its policy and management system.