

Sustainability policy

Introduction

The real estate sector is accountable for almost 30 percent of the global greenhouse gas emissions. Everyone needs to contribute and take full responsibility for their actions.

Nordika highly values sustainability and want to contribute by strategical work with the scientifically based climate goal, set under the Paris Agreement.

Applicability

This policy applies to all employees, consultants, and advisors for Nordika, including non-permanent employees. In situations of uncertainty, advice should be sought from the nearest manager.

Our business

Nordika strives to constantly improve its sustainability work. Sustainability shall be implemented in all business decisions and processes. We commit to the objectives of the Paris Agreement, and are guided by:

- 17 sustainable development goals (SDGs) set by the United Nations
- UN Global Compact Ten Principals on Human rights, labor, environment, and anti-corruption
- A strategic membership in GRESB

Strategy

Nordika wants to contribute to a sustainable development by setting goals, and requirements but also through influencing and actively collaborating with other companies, authorities, and organizations. A stakeholder dialog of our business has been performed. Environmental, social and governance aspects with the most significant impact has been identified,

To work systematically with the identified areas, we have set ambitious short-and long term measurable, monitored, and communicated targets with continuous improvements.

Environment

At an organizational level, Nordika continuously strives to achieve a more sustainable and conscious way of working. Nordika commits to the goals of the Paris Agreement and has a long-term ambition of a net zero footprints by 2045. This includes, among others, a commitment to renewable energy for our direct operations, as well as environmental requirements for our subcontractors. For properties owned and managed by Nordika, the goal is to always find the most sustainable solutions for operation and renovation.

Social

Nordika strives to promote and contract people based on their merit and achievement regardless of their gender, ethnicity, religion, age, nationality, sexual orientation, union membership or political views. Discrimination and harassment are not acceptable.

Nordika is convinced that when people with different background, knowledge and experience come together, a more dynamic, innovative, and successful organization is created. Nordika is committed to providing conditions for a safe working situation free from any form of discrimination or harassment. Everyone should be treated with respect regardless of their gender, ethnicity, religion, age, nationality, sexual orientation, union membership, political views, or ability.

Respect is one of the core values and it is considered one of the most important. For us, respect means acting with integrity and with respect for all parties in everything we do.

To make a positive impact and to act good and reliable is the foundation in everything Nordika does. Nordika promote transparency and seek engagement from various stakeholders such as consultants, advisors, customers, tenants, suppliers, etc.

Through annual conversations and benefits Nordika promotes health and well-being among employees and tenants. Nordika carry out satisfaction surveys and follow up the employees' well-being via continuous follow-up of injury and absenteeism rates.

Governance

Parties with whom Nordika cooperates must share the same view and follow the same basic idea of this document and our Code of Conduct.

Both internal and external employees must feel involved in the sustainability work that is conducted, as well as strive to create conditions and motivation for our customers and partners to conduct their own sustainability work or joint sustainability collaboration with Nordika.

A sustainable strategy for investment and ownership is fundamental to Nordika. Managing environmental, social and governance factors (ESG) is critical to business success and long-term investment performance. By having sustainable work procedures, Nordika can manage a changing environment that constantly gives rise to new opportunities and risks.

Responsibility

CEO owns the policy.

Head of sustainability is responsible for the development of the policy, quarterly follow-up of the targets and reporting to the CEO.

Operation is responsible for implementation and ensure compliance of policy and targets.

Employees are responsible for compliance with policy and targets and understand their role in the business and how it affects Nordika's sustainability work.

Date of adoption: 2022-12-16

Date of previous adoption: 2022-12-12

To be revised / adopted: at least annually

Applies to: Nordika Fastigheter and parties with whom Nordika cooperates