



# QHSE

## Operational policy

**The Wästbygg Group develops and builds residential, public, commercial, industrial and logistics buildings. The company was founded in 1981.**

### **Vision and business concept**

The Wästbygg Group drives the development of sustainable environments where people want to work, live and stay for a long time to come.

Through our understanding of end user needs, we deliver high quality construction and development projects on time and cost-effectively, built to enhance quality of life, productivity and profitability for our clients. Everything we do is based on our core values: wisdom, creativity and heart.

### **Objectives**

The Wästbygg Group's three overarching objectives steer the business towards sustainable business, growth and profitability. Our business strategies, i.e. the business areas in which we have identified our continued development, are recorded in our business plan and are based on the current situation and the risks identified for the business.

### **Sustainability**

The Wästbygg Group shall promote sustainable development. This means that we promote "development that meets the needs of the present without compromising the ability of future generations to meet their own needs", which emphasises the link between social, financial and ecological sustainability.

When we consider all aspects of sustainability in our business, we not only ensure the living environments of the people who will live and work in our properties. We also ensure that we do not conduct business at the expense of the environment, or all the people who directly or indirectly do business with us.

### **Environmental and climate care**

The Wästbygg Group shall strive to achieve the least possible impact on the environment and climate.

May 2022

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This heading includes the use of natural resources, choice of materials and material consumption, choice of energy type and use, and responsibility for management of residual products such as waste or emissions to air, soil and water.

The Wästbygg Group is committed to making its contracting business fossil-free by 2030, and for the entire construction process to be fossil-free by 2045.

### **Equal treatment**

The Wästbygg Group shall be characterised by a fundamental view of the equal value of all people and the right to equal treatment. We do not accept discrimination and we value diversity among our employees.

### **Business ethics and healthy competition**

The Wästbygg Group's employees must comply with the laws and business ethics guidelines designed to maintain healthy market competition and fair working conditions for all. Employees at the Wästbygg Group and other stakeholders should feel confident that they can safely report irregularities and wrongdoings through our whistleblower function.

### **QHSE**

The concepts of quality, health, safety and environment (QHSE) affect and permeate operations throughout the Wästbygg Group. Our way of thinking and working is set out in our management systems.

### **Work environment**

Our employees shall be offered a safe work environment regarding health, the environment and safety. Creativity and development must be encouraged, while creating conditions to ensure that no one is injured or affected by ill health in our workplaces.

### **Continuous improvement**

We shall strive for continuous improvement regarding financial performance, as well as quality, environmental and health and safety aspects. We shall also strive to continuously improve our operations management system.

### **Legal compliance**

The Wästbygg Group considers the requirements imposed by society through laws and regulations to be minimum requirements. Our aim is to stay ahead of the rules and recommendations that apply to our business and our industry. This operational policy, as well as other internal governing documents, shall guide how all employees treat one another and the world around us.

### **Stakeholders**

We also expect all of our stakeholders – the individuals, groups, or organisations with which the company has a relationship, or which have a relationship with the company – to participate in this effort, each according to their own opportunities and circumstances.

We want our operational policy to create a high level of awareness of our way of working among employees, customers, designers and suppliers. The aim is for each completed construction project to be able to be used as a good reference for both our company and our contribution to sustainable development.

### **Responsibilities of Group Management**

The CEO of each Group company has ultimate responsibility for implementation of the policy. The policy applies to all of the company's activities, whether they are carried out by our own employees, contractors, suppliers, partners or customers.

**WÄSTBYGG**  
GROUP