

A person wearing a light blue shirt and a white cap is riding a bicycle on a dirt path that winds through a dense forest. Sunlight filters through the trees, creating a dappled light effect on the path and the surrounding foliage. The trees are tall and thin, with vibrant green leaves. The overall atmosphere is peaceful and natural.

A great building makes a difference.
That's why Bravida exists.

Bravida's sustainability work 2021

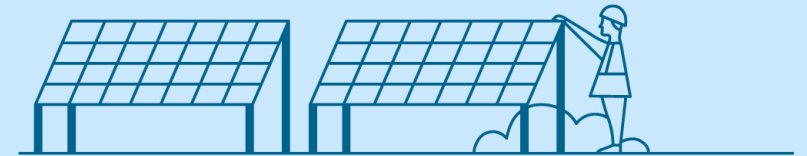
Sustainability where life is happening

Over a third of the Nordic countries' CO₂ emissions come from housing and construction*.



Bravida's contribution to sustainable development

The places we help create today should not limit the opportunities of future generations. Bravida wants to be part of the change. That's why we are committed to our environmental, social and economic responsibilities.



Bravida's environmental responsibilities

We're working to contribute to society's environmental sustainability and striving to conduct our business within the scope of the limited resources of the planet.

Bravida's social responsibilities

It is our social responsibility to create employment opportunities and build a team in which employees enjoy gender-equal treatment and feel safe and secure – and are able to thrive and develop.

We expect responsible behaviour from each other and have as high expectations of our suppliers as we have of ourselves.

Bravida's economic responsibilities

We're striving for long-term financial growth that does not have a negative impact on either the environment or social sustainability.

Taking Bravida's sustainability work to the next level



This work is based on Bravida's sustainability policy, which was adopted in January 2021.



We're clarifying how our customer offering contributes to lower use of resources by our customers.



We're raising the level of ambition of our in-house sustainability work in three focal areas.



We're working to improve our own monitoring of key performance indicators and transparency in the area of sustainability.

Mandatory education for all our 12 000 employees

Bravida complies with international principles and agreements

- Sustainable development goals
- Paris agreement
- EU Taxonomy
- ESG



...based on

- UN Global Compact
 - Human rights
 - Working conditions
 - Environment
 - Anti-corruption
- The UN Declaration of Human Rights
- The ILO's Declaration on Fundamental Principles and Rights at Work
- The OECD's Guidelines for Multinational Enterprises
- UNGP, the UN's Guiding Principles on Business and Human Rights
- The Rio Declaration on the Precautionary Approach
- ISO standards for quality (ISO9001), environment (ISO14001) and health and safety (45001)



Sustainability governance structure

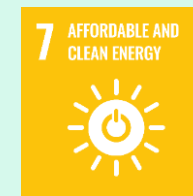


Bravida's priority areas in sustainability



Long-term goals	Bravida will be climate neutral throughout the value chain by 2045.				Bravida will be a growth-oriented, inclusive and safe workplace in which employees thrive and develop.		Bravida will be perceived as a credible and responsible operator, a good business partner and a market leader in business ethics.	Bravida will have the same requirements for its supply chain as for its own operations.
Bravida's priorities	Climate impact, energy and use of resources				Social responsibility		Conduct	
Goal areas	Customer offering	Energy consumption in own buildings	Vehicles	Materials and waste	Health and safety	Diversity and employee development	Conduct and governance	Supply chain

Environmental responsibilities



We help our customers cut their emissions through comprehensive service and installation solutions. We're working to make the entire value chain climate neutral by 2045.

2030

↓ 55%

Through our services, we aim to help customers cut emissions by 55% by 2030.

2045

CO₂ = 0

Climate neutral throughout the value chain



We're helping customers reduce their climate impact

Through our services, we aim to help customers cut emissions by 55% by 2030.



Regular service



New energy solutions



Simple energy efficiency improvements



Building Automation



Energy optimisation

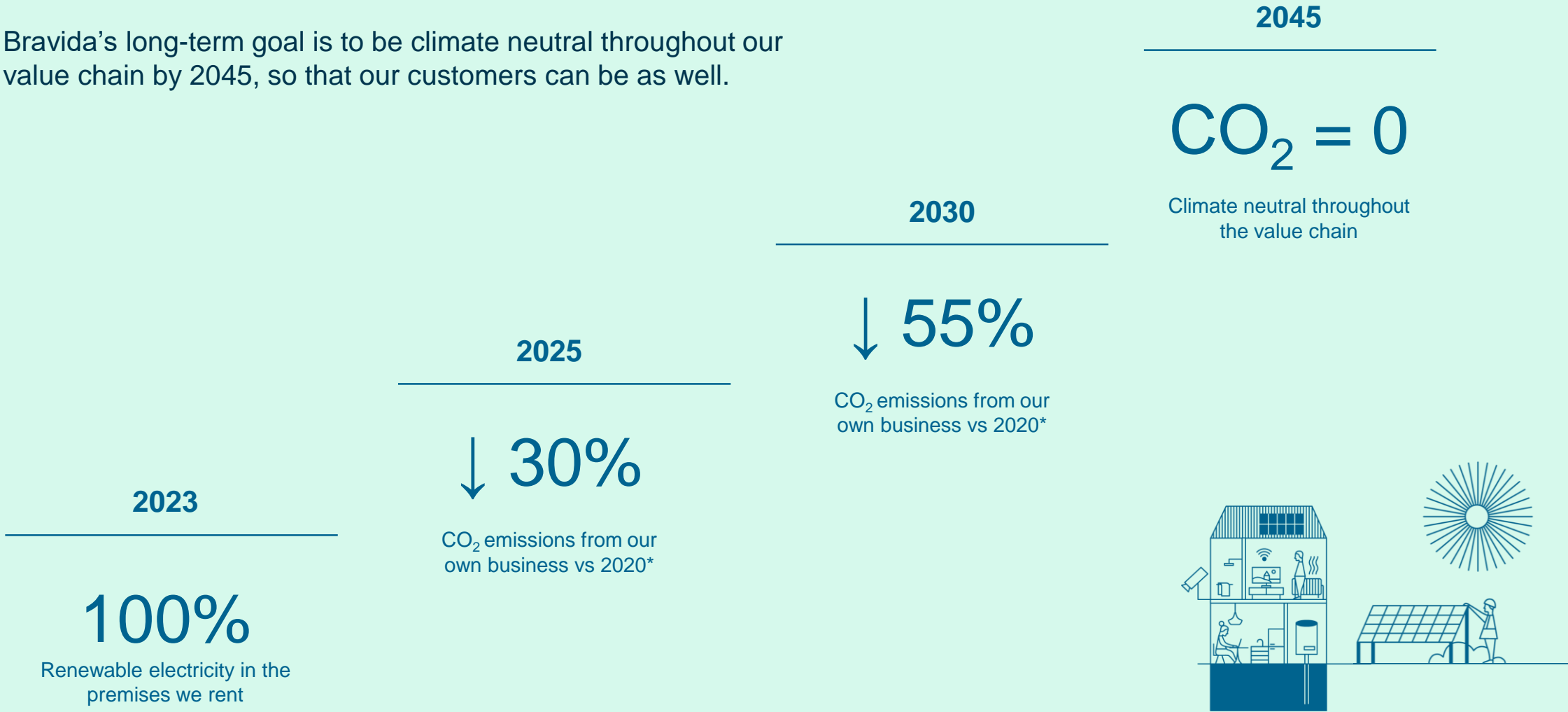


Sustainable material choices



Bravida's climate journey

Bravida's long-term goal is to be climate neutral throughout our value chain by 2045, so that our customers can be as well.



*Refers to Scope 1 greenhouse gas emissions (direct emissions from our vehicles) and Scope 2 emissions (indirect emissions from purchased energy related to our offices and premises).

We're adapting our operations



Energy consumption in own buildings

- We're switching to renewable energy in the premises we rent.



Vehicles and transport

- We're switching to fossil-free fuels.
- We're expanding electric vehicle charging infrastructure at our offices.
- Property service using low-carbon transport in cities across the Nordics



Materials and waste

- We're planning projects and assignments to ensure the efficient use of resources.
- We're improving the choice and use of materials, waste management and reuse.
- We're training our staff in environmental, chemical and waste management.



How we can reduce our most significant environmental impact

We're investing in fossil-free fuels.



BraVal – Bravida's labelling of environmentally assessed products



Pilot Projects



Bravida GreenHub
– fossil-free transport service



Circularity in the industry



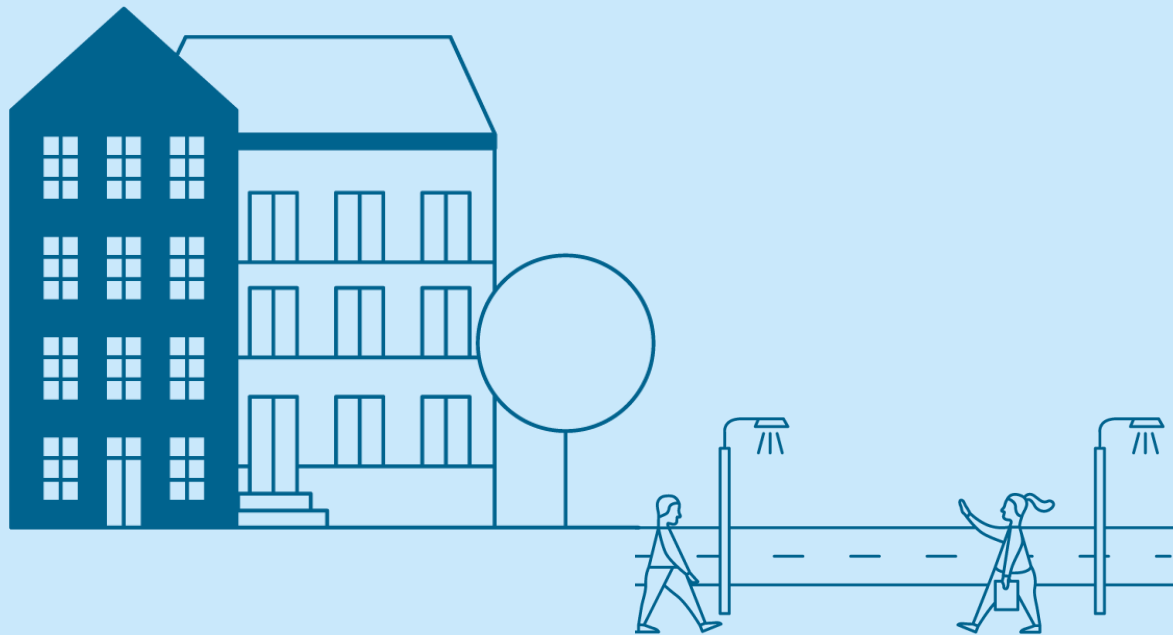
Social responsibility



It is our social responsibility to contribute to the communities in which we operate – generating employment opportunities and ensuring future skills while building a team in which employees feel safe, and where they thrive and develop.

That's why we actively work with:

- Health and safety
- Diversity and employee development



Health and safety at Bravida

At Bravida our vision is to eliminate occupational injuries entirely. Together, we're building a team in which employees feel safe – and thrive and develop. We put health and safety first, we think ahead and we care about each other.



Our goals for 2023

< 3%

Reduce short-term sick leave

LTIFR* < 5.5

Halve LTIFR

Activities to achieve the targets

> 85%

Share of approved investigations of LTI accidents

+100%

Number of risk observations, annual increase

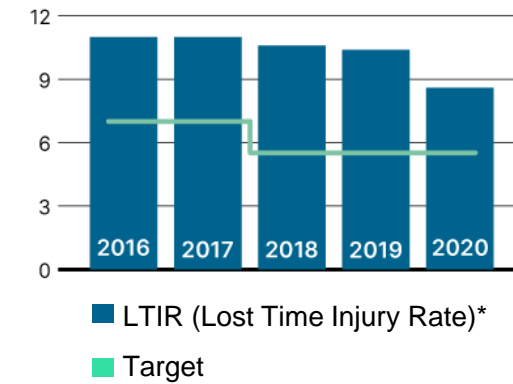
*Lost Time Injury Frequency Rate – number of accidents that lead to at least one day of sickness absence per million working hours

Systematic work prevents accidents

The foundation of our safety efforts is the Bravida Way: We work according to established methods and keep things clean, tidy and well organised. In addition, we use a range of preventive measures:

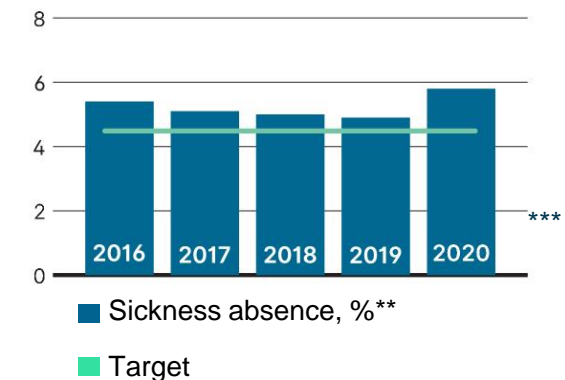
- Group-wide incident management system for risk management
- Annual health and safety week
- Regular monitoring of key performance indicators
- All employees receive health and safety training
- Systematic risk assessment
- The STOP approach

Occupational injuries



*Number of accidents that lead to at least one day of sickness absence per million working hours

Sickness absence



**Total hours of sickness absence in relation to planned working hours

***The increase in 2020 was due to sickness absence related to the pandemic.

Employee development at Bravida

Bravida wants to be the best employer in the industry, with employees who are committed to ensuring customer success, want to learn new things every day and take responsibility for the future.



Our goals for 2023

eNPS* > 20

Increase the proportion of employees who recommend Bravida

*employee Net Promoter Score

- 3

percentage points

Reduce staff turnover (employees who leave at their own request)

Together we're building the best team in the business

Diversity and creativity are required for the best team. Together, we're building a team in which employees thrive and develop. We promote good leadership and skills development for all.



We recruit and induct new employees



We develop employees in existing roles



We achieve inclusive and inspiring leadership

Conduct and supply chain

Shared compass for business activities

As employees, we expect responsible behaviour from each other. And we have equally high expectations of our suppliers.



Long-term goals

Bravida will be perceived as a credible and responsible operator, a good business partner and a market leader in business ethics.

Goals for 2023

All employees will have received Bravida’s sustainability training, which is based on the sustainability policy, along with training in the Code of Conduct

Bravida’s suppliers will have undergone qualification, and Bravida will ensure this through assessment

A mutual compass for business activities

The Bravida Way and our Code of Conduct act as our compass and help us create healthy, long-term business relationships and a resilient society.

The Bravida Way

We work together –
as ONE Bravida

1. We have a local presence, but we are ONE company
2. ONE culture
3. Shared working methods and tools
4. ONE strategy



Bravida's Code of Conduct

- We promote gender equality and diversity
- Zero tolerance of harassment and victimisation
- Clear attestation procedure and approval by the manager's manager regarding business ethics issues
- Whistleblower function for anonymously reporting Code of Conduct violations

Code of Conduct training
for all employees

Equally high requirements of our suppliers as of ourselves

As a leading operator in our industry, we set the same requirements for ourselves and our suppliers. All our suppliers must comply with the requirements of our Code of Conduct.



Bravida's Code of Conduct for Suppliers

regulates among other things

- Product responsibility
 - Environmental impact
 - Health and safety
 - Harassment, discrimination and child labour
 - Working hours and freedom of association
- All suppliers must meet the requirements defined in Bravida's Code of Conduct.
 - Only assessed and approved suppliers in the purchasing system

Sustainable solutions are where our future starts and will be at the heart of everything we do

- Society is changing and Bravida is a part of that change
- It's actions and results that count
- We don't have all the answers, but we're learning, developing and working together to take the steps needed

