

sustainable work environment policy

Adopted by the Board of Directors in Akelius Residential Property AB (publ) 2021-02-22.

essentials

Akelius provides a healthy, safe, and inspiring work environment for all staff.

Characteristics of a sustainable work environment are

- low staff turnover
- low sick leave rate
- low injury rate
- high efficiency

Akelius aims to keep turnover and sick leave rates low and increase retention.

take responsibility within your area of work

Line managers are responsible for understanding and promote the actions to reach the company's sustainability targets.

Line managers

- protect the staff
- praise effort and reward accomplishment
- mediate or separate conflicts immediately
- put staff's family and health first

take staff ownership and responsibility

Akelius' staff commits to the company's goals.

All staff act friendly and in good will.

The staff take responsibility for their actions, their work, and their development.

The staff seek information and share their knowledge.

Akelius uses an academic approach based on mathematics and empathy.

Regular performance and career development reviews support the personal development of staff.

The development of staff contributes to skills management and human capital development within Akelius.

Managers provide their staff with feedback constantly and at any time needed.

The staff have the option of providing and requesting feedback.

Akelius publicly discloses the annual percentage of total staff who received a regular performance and career development review.

recruit internally

Akelius' policy is to promote in-place staff to higher positions.

provide a safe and healthy work environment

Line managers introduce the staff policy to all new staff.

To avoid health and safety accidents, line managers introduce all new staff to any work instruction that ensures the safety of staff.

report incidents, accidents, and risks

All staff must immediately report to

- line manager or any other manager
- local Staff Manager or
- senior management

in case of any

- incident
- accident
- risk or threat

Akelius monitors health and safety incidents and accidents occurring in the workplace to protect staff and contribute to staff well-being.

Local staff managers and line managers are responsible for

- registering the incident and accident
- reporting to applicable agencies, if necessary
- identifying root causes
- addressing corrective actions

The management annually reviews and discloses the number of incidents in the sustainability report.

live a balanced and active life

Akelius encourages all employees to live a balanced and active life.

The company improves staff well-being by offering an annual health budget.

The company regularly offers physical activities and cultural experiences such as yoga classes and culture in connection with business events.

The company is positive towards flexible working hours if work setup allows.

The individual possibility of flexible working hours is decided by each manager.

Akelius measures the success of health initiatives by monitoring the absentee rate.

The company aims to have a low absentee rate.

best-educated staff in the real estate business

Akelius encourages and supports its staff to become the best-educated staff in the real estate business.

Learning and development motivate staff, make them realize their potential, and attract new talents.

Akelius' Business School provides education.

The company has training targets and reports the average hours of training per staff annually.

attend the welcome to Akelius seminar

All new staff attend the welcome to Akelius seminar.

Welcome to Akelius seminar focuses on

- understanding the way Akelius works
- the company's history and values
- Code of conduct
- business strategy and organization

become a specialist with internal education

All staff receive relevant training to become specialists in their field and in the real estate industry.

MBA program is unique

Akelius offers an MBA program in residential real estate addressing

- residential real estate economics
- company culture
- manager skills
- project management
- digitalization

The MBA program is designed to increase and support employees

- expert skills
- personal development
- cultural awareness

mentoring program gives guidance

Mentoring drives learning and development for both mentees and mentors.

Akelius mentoring program provides

- guidance on how to lead the Akelius way
- a sounding board for ideas
- networking opportunities
- insights from your mentor's work and experience