

# Heimstaden's Sustainability Targets

ESG	Focus	Current target
	Sustainable Operations	<p>Reduce absolute scope 1 &amp; 2 greenhouse gas emissions with at least 46% by 2030 (2019 base year)</p> <p>Reduce the amount of purchased energy by, on average, 2% per year till 2025 (like for like basis, 2019 baseline)</p> <p>At least 1% reduced water consumption per sqm and year until 2030 (like-for-like, baseline 2019)</p>
	Sustainable R&M and New Construction	<p>Ecosystem services shall be evaluated for all new builds and major projects, at least the same amount of ecosystem services, or more, must be recreated</p> <p>Include renewable energy generation in all newbuilds</p>
	Workplace & employees	<p>Employee survey by 2023: 8.5 for leadership, job satisfaction, and temperature (1-10)</p> <p>65 on eNPS by 2023 (-100 to100)</p> <p>0% work related sick leave in 2023; 0% work related injuries in 2023</p> <p>Gender equality in Group Management Team (40%-60%)</p>
	Friendly Homes & Customer Care	<p>Annual customer survey by 2023: total service: 80%, treatment: 86 % (0-100%)</p> <p>At least 3% of apartments consists of social lease contracts<sup>1</sup> by 2023 (focus on people in exclusion)</p>
	Neighborhoods & Society	<p>On an annual basis, at least 3-4% of employees shall be trainees (focus on people in exclusion)</p> <p>100 young adult jobs each year as student job and summer jobs (group wide)</p>
	Leadership & Supervision	<p>100% of employees have signed the Code of Conduct for Employees and have completed training by 2021</p> <p>100% of contractors and suppliers have signed the Code of Conduct for business partners by 2023</p> <p>Require that suppliers covering at least 70% of scope 3 emissions will set science-based targets by 2025</p>
	Fair, Transparent & Trustworthy	<p>No incidents of confirmed discrimination</p> <p>No incidents of confirmed corruption</p>

1) The social lease contracts to be integrated throughout the entire portfolio (not be placed in separate buildings - focus on inclusion)