

## The expansion of solar electricity Uppsala

In summer 2016, Castellum implemented the Group's largest solar park to date in Uppsala. Business Area Manager Björn Johansson comments:

"It means that we can now run the entire cooling system, as well as part of the ventilation system, of a large building in Boland City on solar electricity during the light half of the year, from March to October. We get a high yield and save approximately 255 MWh per year – from just one such facility. What's positive about solar power is that the need and effect are greatest at the same time, during the warm months. But solar cells also provide a lot of energy during winter, even if the sunny days are fewer and the sun's angle is less favourable. Then, the solar electricity helps run geothermal heating pumps."

"Solar cells have become part of everyday life; we look into this with every new project."

At the end of 2016, Castellum had ten solar parks. In 2016, Castellum implemented the Group's largest solar park yet in Uppsala, with a capacity of approx. 255 kW.



all employees understand and follow the code of conduct.

Castellum has a whistleblowing service, which can be reached via the Group's web page and Intranet. The service aims to help both employees and external parties to act responsibly.

All whistleblower cases are handled according to established procedures. Those reporting a whistleblower case receive prompt feedback and then the aim is to maintain a dialogue with the initial notifying person. He or she is also encouraged to contact the Compliance Department. All cases are handled confidentially.

### Work environment

Castellum protects and supports both employees and suppliers, and it is our responsibility to see that no one is hurt, either physically or mentally, due to workplace activities. Castellum works continuously to develop and improve working environments within the entire Group.

In 2016, health and safety training was provided for all Group employees.

### Community involvement

Castellum works proactively to offer young people work experience. In 2016, a total of 77 young people worked at Castellum as vacation workers, trainees and apprentices, as well as through mentorship or thesis writing. Fourteen of the young people were apprentices, thereby representing 4% of Castellum's employees (excluding former Norrporten employees).

We participated in ongoing collaborations with universities, colleges and elementary schools at several locations regarding thesis writing and mentorship. During this past year, Castellum has collaborated with, for example, Linköping University, Mälardalen University, Mid Sweden University, KTH Royal Institute of Technology, Lund University and Chalmers University of Technology.

In 2016, Castellum provided activities and support to help with the refugee crisis. In addition, Castellum premises were used as meeting places, workplaces or storage rooms for refugees.

Castellum's sponsorship and support are focused on promoting young people's education and health. For example, Castellum sponsors the Science Festival, the Ung Företagsamhet organization, and local sports clubs. Further, Castellum contributes directly to, for example, the City Mission and the Childhood Cancer Foundation.

### Our suppliers

There are clear sustainability requirements for new construction and extensions, as well as for the purchase of goods and services. For the most part, Castellum hires local suppliers – where heating, cooling, water and electricity suppliers account for a large share of the hired suppliers.

For larger purchases and procurements, Castellum's ambition is to audit suppliers and contractors according to the Group's common sustainability guidelines regarding, for example, material requirements, quality and work environment. Although requirements are not identical for all procurements, there are general, overall demands regarding the Environmental Management System, Environmental Manager and choice of sustainable building materials – both from environmental and health perspectives – as well as for environmental and waste-management plans.

Requirements for new construction and major reconstructions of office or retail premises follow the regulations of the Miljöbyggnad environmental classification systems, level Silver or higher. However, environmental certification is also done using the EU Green Building, BREEAM or LEED systems. For each major procurement, there are specific administrative regulations as well as working environment requirements.

Castellum has a Code of Conduct for suppliers and partners.