

Castellum's four overall sustainability areas

The Planet

Castellum acknowledges the scientific evidence that human activity is accelerating climate change. Overstepping the planet's limits involves great risk for the future. Castellum has therefore decided to set targets for its own efforts and to govern its operations in a manner that is in line with the UN Sustainable Development Goals and the Paris Agreement.

Castellum's asset portfolio will be future-proofed by making buildings more energy-efficient, taking life cycle perspectives into account in investments, assuming responsibility for natural resources and biological diversity, increasing the share of renewable energy and adapting operations to the consequences of climate change. Castellum will be involved in the climate plans and policies of its customers and of government agencies, it will display leadership and to the greatest extent possible will inspire the industry to reduce its climate impact.

Climate risks

Castellum regards a changed climate as a significant risk that over the long term constitutes a risk to our operations, our properties and our tenants. When extreme weather arises – floods or heavy rains, for example – it causes damage and disruptions in several ways: directly to the property or neighbouring infrastructure (e.g. electrical outages, waste water backing up out of drains, or disruptions to public transportation to and from our properties). Therefore, Castellum has implemented specific risk analysis processes for all investments to better take into account such climate risks as the risk of flooding, land erosion and vulnerability to extreme weather.

Climate goals

In 2018, Castellum was the first property company in the Nordic region to have its climate goals approved by the Science Based Targets initiative (SBTi). The purpose of the SBTi is to guide companies across the globe in identifying and mapping their carbon emissions, and in establishing scientifically correct climate targets that are in line with the goals of the Paris Agreement on reducing global warming.

Castellum's goal is to achieve net-zero carbon emissions from operations by 2030, thus supporting both the Paris Agreement and the national ambition for a fossil fuel-free Sweden.

To achieve properly functional sustainability initiatives, Castellum will:

- Decrease the direct and indirect carbon emissions in Scopes 1, 2 and 3 that promote global warming.
- Use natural resources responsibly and efficiently so as not to jeopardise the planet's limits, and thus our climate and the opportunities for future generations in a finite world.
- Build and manage from a service life perspective, and promote circular models.
- Promote increased biological diversity and limit the use and spread of environmentally hazardous products.
- Create conditions for responsible waste management through minimising waste, guarding against pollutants and regarding waste as a resource for reuse and recycling.

Biodiversity

The great majority of Castellum's properties are not located in environments that are protected from the perspective of biodiversity or have a high biodiversity value. In cases where Castellum constructs new buildings, it always ensures that there is at least an equal amount of biodiversity upon completion of the project as there was before the building was constructed. To ensure this, a tool that has been specially produced and adapted to Castellum's development operation is used.

21 new projects were carried out during the year. All of these have been evaluated from a perspective of biodiversity. Several different measures such as planting of flora and preservation of water courses were taken to ensure that biodiversity has not been negatively impacted.

Future-proofing

Castellum will be part of driving this development forward and promoting sustainable development. We intend to create safe and healthy work environments for customers and employees. Castellum works with acknowledged sustainability certification systems and environmental inventories to create a sustainable asset portfolio in a changing world.

To achieve properly functional sustainability initiatives, Castellum will:

- Offer comfortable, healthy environments for people in and around our properties.

- All properties held for more than one year are to be environmentally inventoried. Updates must take place at least every ten years.
- All new production is to be certified for sustainability, and existing properties are to be certified in accordance with sustainability goals.

Well-being

Castellum works to promote health and wellness and to increase productivity, where equality and diversity are important conditions. Castellum is a flexible employer that offers freedom for its employees.

To achieve properly functional sustainability initiatives, Castellum will:

- Offer comfortable, healthy environments for our employees' well-being.
- Create an equitable organisation with a diversity reflecting the composition of society.
- Call attention to and change any discriminatory structures in the organisation.
- Be an attractive employer and attract the best and most professional employees.
- Continue with collective bargaining agreements and maintain all employees' rights to organise and participate in collective bargaining.
- Maintain a zero-tolerance attitude as regards child labour and forced labour in own projects.

Diversity and Equal Opportunity

Castellum has well-developed initiatives in diversity and equality, with the overall goal of promoting equal rights for all. All people are of equal worth and must be treated equally based on their individual conditions and possibilities regardless of gender, gender identity or expression, ethnicity, religion or other expression of faith, disability, sexual orientation and age.

All employees are individually responsible for helping to create a positive workplace. Everyone also has a responsibility to work for integration and to counteract all forms of discrimination. Women and men must be given the same opportunities to have an impact on their work situation.