

# **RESPONSIBLE ENTERPRISE**

Wallenstam wants to contribute to a better society, today and for future generations. This is our driving force and what makes us proud of our business. Sustainability is an integrated part of our business strategy and our attitude is that the business can always be improved.

We consider sustainable development in our entire business model, both operationally and on a long-term basis. An economic, social and environmental responsibility is also the basis of the three guiding principles that advanced our business during 2017 – to create more homes through new construction, to reduce our carbon footprint and to meet customer expectations so that they are willing to recommend us as a landlord.

Our asset-creating factors consist of a dynamic business process in which sustainable housing, urban development and profitable management operations form the basis for value growth and continual development of the company. Combined with the guiding principles and firmlyestablished core values, we drive and develop our business in a manner that creates value for owners, customers, employees, investors, municipalities and other stakeholders.

We are careful to follow applicable legislation in all of our operations, including in construction and management. By actively monitoring developments in the legislative field and devoting time and resources to further training, we keep updated and well-prepared for changes. In the environmental area, our level of ambition is often higher than required by law.

Investing in Wallenstam should mean investing in a company that takes responsibility. Meanwhile, it is difficult to work sustainably at all stages. It demands a lot from us and we know very well that the work never ends. We can always become better by making continual improvements.

### **Clarity with values**

Our core values – progress, respect, commitment – are clearly reflected in our long-term sustainability work. *Progress* shows our attitude to continual improvements, that the work is never finished. We find rewarding opportunities for collaboration, for example with researchers regarding solar cells and battery storage, in the planning work with municipalities and land owners and in order to offer services to our tenants relating to mobility and e-commerce deliveries. We will continue to advance these efforts during 2018 and beyond.

*Respect* towards each other in the company is something natural. We want to spread the same attitude during contacts with customers, contrac-





tors, suppliers and other stakeholders. For instance, that we comply with laws and regulations, that we do not insult or discriminate against anyone and that we work actively to ensure the equal value of everyone, both in the company and in society. Respect in our business is based on active anticorruption work. We have a declared policy of zero tolerance against bribery, inappropriate gifts and the like, both from other people to employees of Wallenstam and the contrary. The boundary for what is a bribe or equivalent extends a long way. Our internal guidelines determine how we should act in relation to bribery and inappropriate gifts.

Our drive to contribute to a better society is based on a great *commitment*. We want to be close to our customers and offer good housing and premises. We are committed to our commercial tenants' operations and we want to be flexible in order to meet their needs. Our ambition is to conduct long-term sustainable business and develop responsible enterprise for the benefit of society and our own operations. We see that it is important for society to have attractive, vibrant inner cities and more housing. Wallenstam safeguards the rental apartment as a flexible form of housing for the tenant and a crucial form of housing so that more people will have the chance to reside in the inner city.

## Code of Conduct and Ethics Council

In the construction and property sector, there are risks, for example related to the working environment, corruption, human rights and the environment. Our Code of Conduct serves as a guide for us. It is based on our core values, and provides guidance and continuity for our actions all the way to the dialogue and meeting with our stakeholders. The Code of Conduct,



and a number of guidelines connected to it, indicate Wallenstam's approach and clarify how we want to act as a company. Violations of the Code of Conduct, internally or by partners, can damage Wallenstam's operations and brand.

The Code of Conduct is revised annually and adopted by the Board. Training and information about the Code of Conduct and specific guidelines such as anti-corruption and information security are mandatory for all employees including the Group Management and Board. Training occurs regularly, as part of the introductory program for new employees, among other ways. Contractors that enter into cooperation agreements with us are required to follow the content of the Code of Conduct and act according to it. During our internal and external dialogues, we are open to hearing opinions about things that are not working, and we can make improvements in this way. The policy is available in full on www.wallenstam.se.

We have an Ethics Council that holds about four meetings annually. The members of the council include representatives from HR, legal, communication, projects, letting and management. The Ethics Council receives regular questions of an informational character that the council answers. Most questions relate to what employees can give or receive, in other words, questions connected to business ethics and corruption. We provide information to all employees based on commonly asked questions. No cases arose during 2017 where further investigation was required.

The council has developed a whistleblower function, which will be introduced during 2018.

### Governance and reporting

The CEO, supported by Group Management, is responsible for leading and following up the work with the material aspects and risks, which are prioritized in Wallenstam's sustainability work. The practical, day-to-day sustainability work is carried out in all parts of the operations. Successes and setbacks in respect of these efforts are reported to Management. During late fall 2017, work started on analyzing how we contribute to sustainable development, on developing the strategy for sustainability questions and an overhaul of how we work with these issues in the organization. This

work will continue during 2018, where as support we will also implement the UN's sustainable development goals, Agenda 2030, in the operations. We already work with several of the goals and by clarifying how we contribute to the global goals, we can compare our own work to regional, national and global development efforts. These efforts will further strengthen our sustainability aspects as a natural part in all of our operations and will make us even better equipped for the challenges we will face when working for a better society.

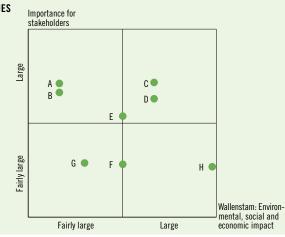
Wallenstam has reported its sustainability work since 2006 and according to Global Reporting Initiative (GRI) since 2010.

The adopted goals are continually followed up with the aim of making continuous improvements. We achieved excellent results during the year. Read more under GRI Reporting, page 145.

#### MATERIAL SUSTAINABILITY ISSUES

The diagram shows Wallenstam's material sustainability aspects and how stakeholders and Wallenstam

- weighted them.
- A Anti-corruption B Reduction of energy consumption
- in our properties C Compliance with laws and
- regulations
- D Non-discrimination
- E Reduction of emissions into air, for example greenhouse gases
- F Result of surveys measuring customer satisfaction
- G Reduced water consumption in our properties
- H Direct economic value
  - generated and distributed



### Stakeholders crucial to success

Wallenstam has conducted a comprehensive stakeholder analysis in a questionnaire format in order to pinpoint the key issues that we should focus on within the scope of our sustainable development efforts. We meet our stakeholders on a daily basis where the absolute largest group are the people who live and work in our properties. Others are shareholders, employees, suppliers, partners and municipalities. These groups are considered to have a direct impact on our organization, and/or are directly impacted by us. Through our stakeholder dialogues, we obtain a relevant view of external requirements and wishes. Satisfying stakeholders is crucial to our continued success. Through an active dialogue in our day-to-day operations, we can develop in the right direction.

Issues that emerged in the materiality analysis and that we are actively working with include for example climate impact and reduced emissions, reduced water and electricity usage and that Wallenstam should take an active social responsibility in questions such as non-discrimination, fight corruption and bribery and create value through profitable development.

## Long-term economic sustainability

We create the right conditions for long-term economic sustainability in tune with the environment and social development. Long-term profitability is one of the basic requirements for us as a company and our owners want to see a return on the capital they have invested in the business. Through efficient organization, yield requirements prior to construction starts and a business, which is focused on growing areas with strong demand, we can ensure long-term economic sustainability. This also means that we should be profitable - profits that we can reinvest in the business.

Wallenstam is flexible in a volatile housing market in a way that provides assurance for those who invest in us. We showed this during the year.

We mainly build rental apartments for our own management, and provide badly needed housing. Through profitable property development, we create value for our customers, society in general and also for the company's employees and owners. Long-term plans and investments over time also create secure jobs in production and management.

## Close collaboration – good working conditions

We aim for close and long-term collaboration, which means that we can develop together with our partners. We currently work with contractors and suppliers with regard to management, new construction and purchasing of material and services. As a client, we have both a responsibility and an opportunity to demand good operational standards in the entire production chain.

During procurement of contractors and purchasing of services, the responsibilities of our partners are stipulated in agreements in relation to business ethics, the environment, working conditions, safety etc. We will further develop our control routines and initiate dialogues with contractors and suppliers about the existing risks, for instance concerning working conditions at building sites, production methods and choice of material.

## WE DEVELOP THE DISTRICT THROUGH DIALOGUE

Kallebäcks Terrasser is a new district, which Wallenstam is creating in Gothenburg. The development of the district is based on the character of the area with the hill and proximity to nature and also on what the future residents want to have in the area.

Wallenstam wants to be part of the municipality's planning work and we have developed excellent dialogue methods to create more lively planning work. In the dialogue about Kallebäcks Terrasser, the stakeholders highlighted that they want a lot of places to meet, various exercising possibilities and proximity to services.

Mobility has also proved to be crucial for the area. Not only should it be easy to move about in the area or get to and from the area, but it should also be a safe environment to stay in with a reasonable amount of transport alternatives. Wallenstam has signed a ten-year mobility agreement with the municipality for 20 unique mobility measures, which will be offered to residents and those working in the area. Cost-free access to bicycle pools with special bikes, a starter pack for new tenants, cycle repair room, carpool membership and limitation of reserved personal parking places are some examples.

In the many consultations and dialogues we held about Kallebäcks Terrasser, we received valuable insights and experience, which we are taking with us to similar processes in Gothenburg and in other regions.



### Innovation and collaboration

We actively participate in research and development within urban development, construction and management. Development efforts can relate to all from new technology in management operations to modern mobility solutions in new city districts. A large part of our development work occurs in collaboration with others. Results from our different projects become solutions in the housing of the future and town planning.

One cooperation project we are participating in is the Södertörn model - a meeting place where the business sector, researchers and municipalities are collaborating in order to create sustainable urban development with the main focus on citizens. The model focuses on knowledgedriven, co-creation and value-creating urban development. We participated in developing the Södertörn analysis, a tool for comparing the development potential of different locations based on knowledge about economic, ecological and social factors. In the pilot version, there are indicators describing socio-economic development and migration patterns. In the next stage,

we will look at indicators, which are linked to physical planning. Ultimately, we want to increase knowledge about how regional and local priorities impact individual areas.

We are continually seeking new solutions to reduce our carbon footprint connected to operation and energy supply of properties. Thus we have chosen to support, for example, the development of solar cells and have invested in Exeger Sweden AB. We are also investigating and testing solutions for battery storage of electrical energy together with Mälardalen University. By investigating these solutions, we will be able to better understand how to build in storage solutions during the planning and design of new properties.

Wallenstam is co-financer of a research project about housing production at the Royal Institute of Technology (KTH) and for some years has sponsored a professorship in property management at KTH together with other property management companies. Our financing contributes to research in the property field, where the results will provide good insights to support our long-term develop-



ment work. Our active participation in Johanneberg Science Park in the Chalmers area in Gothenburg is also a longer term investment. This is a meeting point for exchanging ideas and knowledge among the business sector, academia and society. Focus areas include town planning, energy as well as material and nanotechnology.

### Building for safer areas

We aim to create safe and welcoming areas and properties, which people want to live in, work in and visit. To succeed with this, we contribute to research, participate in development projects and follow advancements in knowledge about what creates security in urban development, new production and management of residential areas. The physical environment as well as relations with neighbours and visitors in the area, influence tenants perceptions of security. In the work to increase security, we are making a number of efforts in the day-to-day management as well as selective measures. One example is our collaboration with Huskurage, which works proactively to prevent violence in close relationships through neighborhood cooperation.

Within the scope of our urban development projects, we want to create the conditions for safe communities already during the projecting and zoning plan work. We can achieve this by planning premises for various types of activities, such as offices, stores, geriatric and child care etc. In collaboration with our commercial tenants, the city and other organizations in society, we are pursuing activities to create a vibrant inner city, for example Julstaden Gothenburg and FoodMarket Magasinsgatan. Taken together, this is helping to create a 24-7 pulse in the area and we can meet various needs at the same time.

An example, which shows how we can improve an area's security is Rosenlundsgatan in Gothenburg. The area was perceived as unsafe, particularly in the evening. Parts of the street and area were dark with covered



## MAJORNAS SAMVERKANSFÖRENING – An example of our support to young people in a city district

The association Majornas Samverkansförening in Gothenburg works to help children and young people realize their ideas and thoughts in the district. A lot of the activities occur in Aktivitetshuset, a mix of an association premises and community center including a rehearsal hall and space for training courses.

Majornas Samverkansförening was established by a broad group of stakeholders to reverse a trend relating to cut-backs, emigration, increased wear and tear etc. in the area. The present activities are really showing successful results.

Through summer camps and summer job opportunities for young people, solidarity has increased among those living in the area. Residents in the area can arrive in with ideas and then receive support to develop them. In 2018, a toy library will open which was the brainchild of a person living in the area.

A basic requirement for the activities is, among other things, Wallenstam's long-term participation as a sponsor and creator of summer jobs.

sidewalks that created insecurity. By removing the covered paths and developing premises for new stores and restaurants, we created an environment, which is much more attractive and the area is perceived as safer. Wallenstam was a driving force in this work, from the initial dialogue with those concerned all the way to completion.

## Reduced exclusion through initiative for young people

Wallenstam is passionate about fighting exclusion and about creating city districts where everyone can feel safe and a sense of belonging. We believe that supporting youth activities in the local communities where we operate is a recipe for success. For this reason, we participate in many local projects, which focus on helping young people to have active leisure time. Examples of our initiatives include letting premises for associations, creating meeting points and supporting activities for young people and particularly vulnerable groups. We also make it possible for young people to participate in the development of areas and we have collaboration that provides summer jobs in property management.

The aim to reduce exclusion is also the background for our collaboration with organizations such as Project Playground, Barnens Ö, Barn i Nöd, BRIS, Maskrosbarn, Stiftelsen Läxhjälpen, Mitt Liv, Stockholm City Mission, the Refugee Mission in Gothenburg and many sports associations.

We expect that our engagement in this area will increase further in the future, as segregation and exclusion is growing in society.

### Human rights

Our operations are conducted in Sweden and we follow applicable rules for example relating to working conditions, the working environment and freedom of association. Wallenstam supports the UN Declaration of Human Rights and we see that we can contribute positively in many areas, including by fighting discrimination, treating all employees, customers etc. with respect and offering equal opportunities to employees. Having a home is a fundamental need and constitutes an important part of a functioning society. Ultimately, we want to contribute to good living standards for many people by producing and managing residential properties as well as safe and lively city districts.

There is currently a severe housing shortage, which also means that many people are finding it hard to get a home. We have more than 220 social contracts with municipalities and organizations, where we make housing available for people who find it difficult to obtain a regular contract. For example, this can relate to transitional accommodation or various types of sheltered accommodation and housing for new arrivals. Several of the contracts change over to regular leases when it is possible for the tenant.

## Respect for each other in the organization

For us, equality and diversity are important principles. We work to ensure that men and women enjoy the same conditions during recruitment and internally in our processes, for example in relation to development initiatives and setting of salaries. Wallenstam has a uniform distribution between men and women among its employees, leaders and managers. Nevertheless, we always need to maintain an ongoing dialogue about what equality, respect and diversity mean in our company. Our Code of Conduct is clear that discrimination must not occur. We work with this issue in various forums connected to a continual internal dialogue around our values.

## Driving development of reduced environmental impacts

We place great importance on limiting environmental impacts in our production, operation and management of properties. The property sector in Sweden uses a lot of energy and accounts for a large proportion of



the overall carbon footprint in society, which means that it is a prioritized area for Wallenstam from an environmental and economic perspective. Environmental legislation impacts many parts of our business and includes health protection, waste management and potential disruptions from properties such as noise, smoke and odours. There are also rules for maximum energy usage in our properties and soil remediation measures based on soil investigations prior to construction starts. In our existing holdings, we work systematically with investigations and produce action plans based on possible environmental risks.

The standard of our work is not always based on legislation or external requirements but we create new solutions ourselves. This occurs to a large extent in operation of properties, where we continually optimize and operate metering in order to reduce consumption of energy and resources and create a good financial position through continuous improvements. During 2017, we implemented major energy saving projects in six commercial properties, which delivered a reduction in energy use of 10-65 percent in each property.

Heating water requires a lot of energy, which means that the environment benefits from less water use. Individual metering has been standard in our new construction projects since 2006 – an installation usually contributes to a reduction in consumption by tenants of 10–25 percent following a running-in period.

Our efforts in the environmental area are delivering good results. So far during the business plan, we have reduced carbon emissions by more than 40 percent per square meter and also reduced water use by about 12 percent per square meter.

## Environmental certification of properties

There are several environmental programs and certification systems for buildings in the market, such as Green Building and Miljöbyggnad ("Sweden Environmental Building"). We use environmental programs as a specification for requirements concerning energy usage, quality of indoor environments and climate as well as choice of material for both new construction and existing buildings.

Our aim is to achieve at least a Miljöbyggnad silver rating for our new production and many of our properties meet the requirements for certification under this standard although they are not certified. We have chosen to certify our buildings when required, for example by a municipality or customer. Four residential properties in the environmentally-designed Kvillebäcken district in Gothenburg are currently certified according to Miljöbyggnad silver rating. Twelve of the properties in our commercial holdings meet the requirements for Green Building certification.

### **Renewable energy**

Through our wholly-owned wind power company, Svensk NaturEnergi, we can offer all tenants and customers in our properties a renewable alternative for electrical energy. The production in our 64 wind turbines covers Wallenstam's overall electrical energy needs. In our older property holdings, not all tenants have chosen to connect to the service. There is great development potential here for us to encourage tenants to connect to our renewable energy production.

Our largest carbon footprint comes from district heating, which supplies the heating in many properties. To the extent that the heating is based on waste heat or is produced with renewable raw materials, district heating can be a good environmental alternative. Wallenstam participates in a dialogue with district heating producers about finding new solutions to deliver a better environmental performance. We aim to be able to replace district heating with renewable energy from our own wind turbines in more and more of our properties.

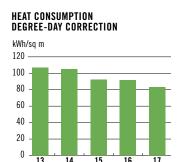
## Transport and environmental impact

We are looking at various mobility solutions in order to offer our tenants practical and environmentally-friendly transport solutions. We previously conducted a pilot project where we offered a carpooling service to our tenants. The concept – Wallenstam Drive – has been further advanced and in 2018 we will launch the service in several of our areas in conjunction with AVIS.

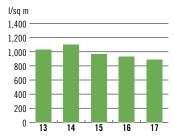
We are currently developing composite mobility solutions involving bicycles, cars and other types of transports in some of our urban development projects, for example in Kallebäcks Terrasser.

Today we are building in recharging possibilities for electric vehicles in our new construction projects. Developments are moving quickly and we often perform installations in collaboration with developers of technology to take advantage of leading edge technology so we can always stay one step ahead. Internally, we encourage use of public transport to and from the workplace by offering the possibility of buying an annual travel card through a net salary deduction. Bicycles are available for shorter trips and we are expanding the number of internal pool cars.

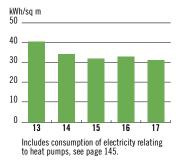




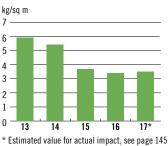




PROPERTY ELECTRICITY, TOTAL









## WALLENSTAM'S GRI REPORTING

Wallenstam applies Global Reporting Initiative's (GRI), G4 guidelines, Core option. The reporting follows the financial year and is published annually as part of the annual report. The latest GRI Report was published on April 3, 2017.

This report describes how the Wallenstam Group has worked with sustainability issues during 2017. Wallenstam has defined the scope of the report as the areas referred to in the GRI index. A table is provided on the following pages of what GRI

#### G4-10: THE NUMBER OF EMPLOYEES BY EMPLOYMENT CONTRACT, EMPLOYMENT TYPE, GENDER AND REGION

The average number of employees in 2017 amounted to 244. All of the Group's employees are permanent employees, with the exception of eight people who are probationary employees and nine people who are employed on a temporary basis, for example in the form of work as a substitute. 13 people work part time, all of whom are permanent employees. Wallenstam had no significant variation in the number of employees during the year.

#### G4-14: WHETHER AND HOW THE PRECAUTIONARY APPROACH OR PRINCIPLES IS ADDRESSED IN THE ORGANIZATION

In many instances, Wallenstam acts in accordance with the precautionary approach, even though we do not use it as a concept in governance and strategies. For example, the precautionary approach is used in our work on identifying, analyzing and following up risks.

#### G4-16: MEMBERSHIP IN ASSOCIATIONS AND/OR NATIONAL/INTERNATIONAL ADVOCACY ORGANIZATIONS

Representatives of Wallenstam are represented in the governing bodies of Avenyföreningen, Fastighetsägarna Göteborg 1:a regionen, Nordisk Byggdag and Barn i Nöd, among other organizations.

#### G4-20,21: DISCLOSURE OF EACH MATERIAL ASPECT'S IMPACT INSIDE AND OUTSIDE THE

ORGANIZATION	
GRI aspect	Boundaries
Economic performance	Own operations
Energy	Own operations and sold energy
Water	Own operations and customers
Air emissions	Own operations and customers
Compliance with environmental laws and regulations	Own operations
Non-discrimination	Own operations
Anti-corruption	Own operations
Compliance with laws and regulations	Own operations
Product labelling	Own operations and supply chain

#### **G4-EC1: DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED** K million

SEV	minion

Revenues	3,017
Economic value distributed	
Payments to suppliers	-3,215
Of which, VAT without right to deduction	-474
Employee wages and benefits, incl. pensions and taxes	-264
Fees and benefits to the Board and CEO, incl. pensions and taxes	-12
Paid energy tax, stamp duty, property tax	-108
Interest payments to providers of capital, net	-283
Dividend to shareholders and repurchase of shares	-791
Economic value retained	-1.656

#### **G4-EN3 ENERGY CONSUMPTION IN OUR PROPERTIES**

	Unit	2017	2016	2015	2014	2013*
Fuel consumption						
Total fuel consumption from non-renewable sources	MWh	483	624	600	574	608
Heating oil	MWh	377	447	499	487	530
Natural gas	MWh	107	177	101	87	78
Fuel consumption from renewable s	sources					
Non-applicable		-	-	-	-	-

\* Base year 2013 - commences from start of the business plan.

\*\* The electricity item includes electricity consumption relating to heat pumps.

\*\*\* All data regarding CO2 in this table is based on inputs from suppliers, which report according to prevailing accounting standards. As data for the actual impact in 2017 was not available during preparation of this reporting, the heating data is based to a minor extent on estimated values based on the emission factors for the year 2016.

indicators are reported and where information about the GRI indicators is found in Wallenstam's reporting. This report has not been reviewed by an external party.

The contact person with regard to the reporting and its content is Communications Director Elisabeth Vansvik, elisabeth.vansvik@wallenstam.se.

Information is provided below on the GRI indicators that are not reported elsewhere in the annual report.

		Unit	2017	2016	2015	2014	2013*
		Unit	2017	2010	2013	2014	2013
Energy consi	umption						
Electricity**		MWh	35,526	35,742	34,254	35,065	46,68
Heating		MWh	87,475	93,684	89,891	97,060	122,45.
District heati	ng	MWh	86,992	93,060	89,291	96,486	121,844
Oil		MWh	377	447	499	487	530
Natural gas		MWh	107	177	101	87	78
Cooling		MWh	621	707	783	692	68-
District cooli	ng	MWh	621	707	783	692	684
Green coolin	g	MWh	-	-	-	-	
Total energy non-renewat	consumption, Ile	MWh	40,661	44,374	44,974	97,752	123,136
Total energy	consumption, renewable	MWh	82,961	85,758	79,954	35,065	46,687
	consumption	MWh	123,622	130,133	124,927	132,817	169,823
	· ·						
	sq m climate-adjusted	KWh	82.9	91.5	92.1	105.1	106.6
renewable so	ity production from ources						
Wind power		MWh	381,440	351,794	415,284	321,200	281,45
C4-ENG- DEC	REASE IN ENERGY USE*						
u i 200. 520		Unit	2017	2016	2015	2014	
			2017	2010	2010		
Total reducti	on	MWh	6,511	-5,206	7,889	37,007	
Reduction el	ectricity	MWh	217	-1,489	812	11,622	
Reduction he	eating	MWh	6,208	-3,793	7,169	25,393	
Reduction co	ooling	MWh	86	76	-91	-8	
G4-EN8: WA1	ER CONSUMPTION IN O	JR PROI	PERTIES				
		Unit	2017	2016	2015	2014	2013'
	mption per sq m nunicipal water supply)	litre	914.5	933.6	969.3	1,105.3	1,033.4
G4-EN15: DIF	RECT GREENHOUSE GAS	EMISSI	ONS***				
		Unit	2017	2016	2015	2014	2013
Direct green	nouse gas emissions	ton	124	158	156	145	159
G4-EN16: INI	DIRECT GREENHOUSE GA	S EMIS	SIONS***				
	Unit Comment		2017	2016	2015	2014	2013
Electricity	ton CO <sub>2</sub> Market-based od: 100% inte	rnally	0	0	0	0	C
	generated win ton CO <sub>2</sub> Location-base			465	445	456	700
	od: Average er factor for Swee (Svensk Energ	nission den	-37	-00	-1-13	-150	, 00
District heati		.,	3,768	3,473	3,416	4,010	8,160
District cooli	-		0	16	19	24	24
64-FN19- PF	DUCTION OF GREENHOUS	SF GAS	FMISSION	\$***			
u-+*LN13: RE	DOG NON OF GREENHOUS	Unit	2017	s 2016	2015	2014	2013
Paduation of	roophouso gos omissions						
REDUCTION OF	greenhouse gas emissions	s ion CC	) <sub>2</sub> -246	-56	589	4,163	F 01

	Unit	2017	2016	2015	2014	2013*
Reduction of greenhouse gas emission:	s ton CO <sub>2</sub>	-246	-56	589	4,163	
Total emissions CO, per sq m	2	3.50	3.40	3.69	5.4	5.93
Reduction of CO <sub>2</sub> per sq m	%	-2.9	7.9	31.7	8.9	
Accumulated reduction since 2013 per sg m	%	41.0	53.5	53.7	43.5	

#### G4-EN29: COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS

During 2017, no significant fines or non-monetary sanctions were imposed on Wallenstam for violations of prevailing environmental laws and regulations.

#### G4-HR3: NON-DISCRIMINATION

No incidents of discrimination were reported in 2017.

#### G4-S08: COMPLIANCE WITH LAWS AND REGULATIONS

During 2017, no significant fines or non-monetary sanctions were imposed on Wallenstam for violations of prevailing laws and regulations.

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G4-11 G4-12	Total number of employees covered by collective agreements Organization's supply chain	37 www.wallenstam.se/ sustainability	
34-13	Material changes during the reporting period		No material changes during the financial year.
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