

Sustainability priorities	1. ENVIRONMENT Our properties make a difference	2. SOCIETY Spaces bring us together	3. EMPLOYEES People make it happen	4. GOVERNANCE Building on a progressive foundation
Management approach	Sponda manages environmental themes through its Sustainability Programme that covers the Energy Efficiency Programme, climate roadmap, certification targets, circular economy efforts, and biodiversity strategy.	Social sustainability in Sponda is divided into the following areas: i) Good indoor air quality, health and safety in Sponda’s properties, safety at construction sites, ii) Promotion of tenant dialogue and commitment to sustainability action, iii) Promotion of easy and sustainable access in Sponda’s properties, iv) Sense of community and engagement in Sponda’s properties. These areas are covered in Sponda’s Sustainability Programme.	Sponda’s commitment to the well-being and career development of personnel is one of the cornerstones of the Sustainability Programme. We aim to attract and retain talented and diverse pool of employees by offering a wide variety of professional roles.	Good governance is the cornerstone of our Sustainability Programme. Sponda’s Code of Conduct provides ethical guidelines for our employees and is the foundation for all our compliance policies, such as Conflict of Interest, Anti-Bribery and Corruption, Modern Slavery, and Health and Safety Policy. Our Whistleblowing Policy ensures the protection of whistleblowers and guarantees fair and equal treatment during any investigation.
Objectives	Carbon neutral energy use and emissions reductions in the value chain. Reducing energy consumption and increasing use of renewable energy. Circularity throughout the lifecycle of buildings, and promotion of biodiversity in properties. Increase the share and level of certified properties.	Sponda’s objective is to ensure high-quality indoor air at our properties. We guarantee safe and healthy premises and conditions for all users, both at properties and on construction sites. Sponda aims to be an industry leader in customer satisfaction and engagement levels. Community engagement is a priority for Sponda, which manifests itself in community outreach at properties and volunteering and charity programmes involving personnel.	Sponda aims for a high standard of professional competence among its personnel through investment in training opportunities and the development of leadership practices. Recognizing employees as a crucial asset, Sponda aims to preserve and enhance their work ability and functional capacity, while promoting equal treatment for all employees.	Sponda’s objective is to promote human rights and tackle the grey economy and corruption in the value chain. Robust sustainability risk assessment of suppliers is key to assure compliance throughout the supply chain. Sponda also targets best-in-class sustainability performance in third-party assessments.
Calculation boundary	Sponda’s energy and environmental efficiency primarily directly affects the properties managed and owned by Sponda. Scope 3 emissions in the value chain are part of emissions target setting. The impacts of waste management at properties and supplier assessments are indirect and they concern Sponda’s customers and partners.	Sponda’s properties have indirect impacts on customers, tenants, and visitors. Sponda, in collaboration with external property managers, shares the responsibility for ensuring safe premises for everyone.	Measures related to employee health, safety, training, and diversity have direct impacts within Sponda’s own operations.	Impacts in the value chain include Sponda’s own operations and extend to business partners’ operations in Sponda’s own properties, and further in the supply chain.
Description of the management approach	Sponda reduces the environmental impacts and carbon footprint of its properties and supports their energy saving actions. Sponda actively seeks environmental certificates to the highest standard for its properties. Extending until 2030, Sponda’s Energy Efficiency Programme aims to reduce the energy consumption of its properties in collaboration with stakeholders. Targets have been defined for each property, and progress is monitored on a monthly and quarterly basis. Sponda also follows the property sector’s energy efficiency agreement (TETS). Sponda’s climate roadmap sets emissions targets for the use-phase energy consumption of its buildings and also for indirect emissions in the value chain (Scope 1, 2 and 3). The Science Based Targets initiative (SBTi) has validated Sponda’s climate targets. Sponda is committed to the Finnish Green Building Council’s #BuildingLife project, which promotes carbon neutrality. Sponda’s biodiversity strategy was developed in 2023 and incorporated within its Sustainability Programme. ESG design guidelines set targets on energy efficiency, climate change mitigation and adaptation, biodiversity, circular economy, material selection, environmental certification, indoor environment, and EU Taxonomy alignment. The ESG design guidelines drive Sponda’s operations and set expectations for value chain partners. The management approach promotes UN SDGs 7, 8, 9, 11, 12, 13, and 15.	A Health & Safety Management Framework provides a systematic and proactive approach to managing health and safety in Sponda. It sets the governing bodies, processes, responsibilities, and objectives for health and safety management. The framework and the health and safety policy are reviewed annually. Assessment of indoor air quality related issues and feedback are handled in regular meetings. Observations are received e.g. from site audits, customer feedback, and indoor air-quality satisfaction surveys. Sponda has a formal process it follows in cases where an indoor air quality finding is reported. Health and Safety operational meetings and Indoor Air Quality meetings are held monthly. Sponda continuously strives to improve collaboration with customers and measure performance through annual customer satisfaction surveys and Net Promoter Score (NPS). The Community Engagement Programme is designed together with Sponda employees to i) collaborate with non-governmental organisations to raise awareness of sustainability issues, ii) support local charities, and iii) engage with the community through volunteer work done on company time. The management approach promotes UN SDGs 5, 8, 11, and 12.	Employee engagement and well-being is supported by Sponda’s equality plan, actions of the health and safety steering group, and the healthcare steering groups, comprehensive occupational health services, career planning, target setting and performance reviews, and recreational benefits. Sponda’s human resource practices comply with local legislation, collective bargaining agreement, and Sponda’s personnel policy. Employees engage in the development of sustainability actions with the help of the WWF Green Office environmental system. The management approach promotes UN SDGs 5, 8, and 11.	Employees are required to follow Sponda’s Code of Conduct, while suppliers, and customers are expected to follow the Code of Business Conduct. We train all our new employees on our Code of Conduct, its supporting policies, and other compliance topics. We also train all employees on new and updated policies. Sponda’s assessment of business risks and opportunities related to climate change follow the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). We have developed our risk assessment process based on a continuous, scenario-based mapping exercise that supports both management and decision-making. The risks posed by climate change and the effectiveness of Sponda’s sustainability measures are assessed using a range of indicators, including the externalGRESB survey. Sponda’s Know Your Partner (KYC) policy and process aims to minimise compliance and financial risks and enhance reliability by having a comprehensive understanding of its business partners. The management approach promotes UN SDGs 5, 8, 11, and 13.
Assessment of the management approach	Sponda monitors energy and water consumption monthly, and the carbon footprint and waste management volumes at its properties on a quarterly basis. The progress of Sponda’s Group-level environmental targets is monitored at Sponda’s Executive Board meetings on a quarterly basis, at Sponda’s ESG Steering Group, and by the Board of Directors as necessary. Promotion of sustainability targets are also reviewed more comprehensively by the ESG Steering Group, which meets four to six times per year. Sponda’s sustainability approach is also measured by independent third-party assurance reports, GRESB assessments, TCFD climate risk assessment and LEED and BREEAM certification processes.	The Health and Safety committee meets monthly to develop health and safety processes and initiatives, review and analyse reports, ensure compliance with laws and regulations, plan trainings and communication, and monitor safety performance. Regular management reviews ensure effectiveness and continued improvement of Health and Safety. Customer experience and NPS scores are assessed regularly to further develop customer satisfaction and improve the customer experience. Community engagement projects take place in shopping centres, and on average, each Sponda employee spends 1–2 working days a year carrying out charitable work.	Leadership and employee satisfaction is measured through an annual employee engagement survey and pulse surveys as needed, and employee exit interviews. The performance and development of each employee is reviewed in appraisal discussions to help with career planning and employee engagement. The occupational healthcare action plan is reviewed regularly. Sponda has an anonymous channel for reporting violations of the Code of Conduct. All reports are processed by Sponda’s HR director, Chief Legal Officer and a third party.	Responsibility in the value chain is managed through purchasing agreements, green procurement guidelines, green clauses, ESG design guidelines, Sponda Code of Business Conduct, and supporting policies. Our target is 100% completion of our Code of Conduct training for our staff. We offer training on our Code of Business Conduct to all partners who govern our operations. The policies highlight responsibilities related to anti-bribery and corruption, transparency, environmental responsibility, well-being at work, human rights, and safety. All suppliers are required to commit to the code. The responsibility of the supply chain is evaluated through regular meetings with partners and supplier audits. Sponda reviews suppliers’ backgrounds, to tackle the grey economy, and ensure that human rights are respected and promoted.