

STATUTORY REPORT ON CORPORATE SOCIAL RESPONSIBILITY (CSR)

Sjælsø's management has not adopted any specific CSR policies. Sjælsø has, however, as the company has gradually developed, considered the company's impact on society in general and thus the company's corporate social responsibility.

Sjælsø's views and corporate culture have been formed over many years through dialogue between management and employees and they are expressed in the group's day-to-day work through the way in which employees interact with each other and with others, be it customers, suppliers, advisers, shareholders or society in general.

TAKING CARE OF BUSINESS

Sjælsø's views and values are expressed in its day-to-day work, among other things, through its slogan: "Taking care of business".

"Taking care of business" extends beyond purely commercial considerations. It also reflects the fact that it is the interaction between Sjælsø's employees and external parties which makes up Sjælsø's raison d'être as a business in a broader social context.

EMPLOYEES

Sjælsø's employees are its most important resource. The day-to-day proactive and responsible conduct of Sjælsø's employees enables the group to create strong results for the benefit of its employees, shareholders and other stakeholders, including society in general.

Employee well-being is very important to Sjælsø. The group has therefore launched a number of initiatives for its employees, including some intended to help employees in case of serious illness and in other circumstances.

Periods of difficult market conditions, requiring us to adjust our capacity and make redundancies, impose extraordinarily high demands on our responsibility towards our employees. Sjælsø is focused on making redundancies on a reasonable basis and carrying them into effect in a fair manner. This includes offering affected employees help in the form of outplacement services.

HEALTH AND SAFETY IN THE WORKPLACE

Construction of new buildings always involves health and safety risks. For this reason, Sjælsø devotes a great deal of attention to ensuring correct and adequate safety precautions at all Sjælsø construction sites, not just for Sjælsø's employees but for all parties involved in the construction of the buildings.

Consequently, focus on construction site safety is a top priority for Sjælsø and, for this reason, extraordinary inspections are conducted by external specialists in addition to Sjælsø's own safety inspections to ensure compliance with all safety regulations.

CUSTOMERS

Sjælsø is a customer-oriented and action-driven business focused on continuously offering customers and the market whatever projects are currently in demand.

Whether the customer is a professional property user or property investor, or a private home buyer facing an important personal decision, Sjælsø seeks to provide its customers with a strong and informed decision-making basis.

Sjælsø generally enjoys a very high customer satisfaction rate, which is reflected, among other things, in repeated agreements with the same market players and a close and positive collaboration with the group's external relations.

LOCAL COMMUNITY

Sjælsø is aware that all businesses, large or small, play an important role in making society and not least the local community function well for the benefit of citizens and businesses alike.

ENVIRONMENT

Sjælsø is aware of the general focus in society on optimising environmental conditions, including reduction of CO₂ emissions and focus on Green Building, and in connection with the establishment of new projects the group therefore collaborates with tenants and investors to establish environmentally friendly solutions suited to the customer's needs and requirements.

PRECAUTIONS AGAINST CORRUPTION

Sjælsø concludes and performs agreements in a lawful and ethically correct manner.

Sjælsø's employees have been given clear instructions that under no circumstances whatsoever will Sjælsø be party to any form of corruption for whatever purpose.