

COLLEN CONSTRUCTION

SUSTAINABILITY REPORT

REPORTING PERIOD

April 2023 – March 2024



THE SLIQQ WAY



Introduction

This Sustainability report for the financial period commencing 01/04/2023 to 30/03/2024 is published by Collen AB. This report is prepared, considering local Swedish sustainability metrics and criteria, according to the requirements stated within the Swedish Annual Accounts Act. Global practices and reporting standards which were leveraged for the benefit of the Swedish program, were considered. Based on the requirements within the Swedish Annual Accounts Act, the following subsidiaries are in scope of the statutory requirements:

- Collen AB (org.no. 559116-1061)

We have endeavored to include all necessary and meaningful information applicable to Collen Sweden on a stand-alone basis. Where such information is not available on a stand-alone basis, we have provided information pertaining to the Collen Group.

Sustainable Business Model

As a global main contractor, we recognise the role we can play in creating a more sustainable and prosperous future for all. Collen is an 8th generation, family-owned business founded in 1810 with a strong reputation for Sustainability has always been a core value for Collen, from sustaining the company for the 8th generation Collen family, to sustaining the environment for all future generations.

Collen's portfolio includes commercial, fit-out, data centres, substations, biopharma, industrial warehousing, retail, residential, healthcare, conservation, and education projects, ranging in value from under €1 million up to €750 million. The company specializes in the delivery of data centres and is recognised as a leader within the data centre build environment with projects in Ireland, Germany, and Sweden.

Collen's dedicated teams work closely with design teams providing a full turn-key service through procurement, installation, and commissioning of all elements of the project including fit-out in order to provide a fully functional project to the client's needs and standards, upon completion. The management team ensures smooth co-ordination of all aspects of the project including mechanical and electrical services.

Collen promotes positive social responsibility and good community relationships in the areas it operates through the generation of local employment, which contributes to inclusive growth, and consideration for inhabitants in close occupation of its operations. For more than 200 years, the Company has built upon strong family values and prides itself in being a responsible Company, balancing Company interests with those of its employees and the wider community.

Our sustainability strategy is intrinsically linked to advancing Environmental, Social and Governance (ESG) best practices in an ethical and efficient manner within our organization and helping our clients to advance their own ESG strategies.

Collen is fully committed to continuing our ESG efforts and leading the shift towards a more sustainable built environment. Collen plays a key role by engaging and educating our subcontractors, suppliers and clients on climate risks and providing ESG-focused solutions that help clients achieve their own ESG objectives. Our corporate sustainability strategy seeks to maximize the impact of our own organization towards our overarching commitment to build greener economies, create more equitable opportunities and contribute to a more sustainable world. For a detailed description of our services please refer to the Annual Reports of Collen AB.

Collen Values



1. **Safety: Safety is absolute in everything we do as a business.**

Why is it important?

- Construction activities create a high-risk environment everyday
- We want to protect people from harm on our projects
- A safe workplace is fundamental to successful projects

How we show it

- We plan for safe working environments, and we communicate expectations
- We follow our H&S Management system
- We create a strong safety culture that transcends project timelines
- We listen to feedback, and we act quickly to resolve issues
- We invest in training & education

2. **Integrity: Honesty and transparency in our business relationships**

Why is it important?

- Our credibility is paramount to building long-lasting relationships
- The ethos of the business supports an environment of trust and respect

How we show it

- We do the right thing every time
- We set and communicate clear expectations about respectful engagement and ethical business conduct
- We honour our commitments to our clients, our suppliers and our people
- We offer a value proposition that reflects the importance of safety, quality, predictable performance and cost

3. Teamwork: Collaborating with all of our partners

Why is it important?

- Teamwork allows people to make a meaningful contribution and have a sense of pride in their work
- Inclusivity through collective participation increases motivation and leads to a sense of achievement

How we show it

- We actively listen to our colleagues
- We engage and plan together
- We deliver on our promises to our team
- We compromise with give and take for the overall success of the team
- We learn from every interaction to continuously improve

4. Ownership: Empowering people to reach their full potential and leading others to do the same

Why is it important?

- Building trust and positive relationships drive consistent and predictable performance
- Encourages innovation and creative thinking with a solution focused mindset
- Promotes a culture of continuous improvement

How we show it

- We set goals and clear parameters
- We encourage and support our individuals and teams to have full responsibility
- We recognise efforts when ownership is demonstrated
- We reward continuous improvement and constructive feedback

5. Sustainability: Creating an enduring business based on sustainable practices

Why is it important?

- We acknowledge our impact on the natural environment
- We are building a business for future generations
- We want to minimise our impact on the environment, people and communities in which we operate

How we show it

- We take a long term business outlook
- We invest in sustainable practices
- We seek innovative ways to reduce our impact on the environment
- We play our part in a global value chain that supports sustainable business

ESG Materiality Assessment

We are committed to continuously advancing our longer-term ESG strategy, advocacy and oversight. We engage with internal and external stakeholders at all levels on ESG matters on an ongoing basis.

During 2023, we deepened our corporate and community ESG efforts, furthering our commitment to greater sustainability and climate change awareness. We encouraged our employees to participate in our ESG initiatives and engaged with our clients and stakeholders to pursue ESG-related opportunities and accelerate the ESG progress of corporate issuers.

Collen has commenced an ESG materiality assessments¹ to identify and prioritise ESG topics that are influential on our business and important to our stakeholders. At present the topics listed below are Collen's highest priority ESG-related topics:

- Health & Safety Governance
- Diversity, Equity & Inclusion
- Customer Relationship Management
- Decarbonisation & Climate Strategy
- Innovation & Technology
- Risk Management
- Board Composition & Governance
- Business Ethics & Integrity
- Transparency & Reporting
- Employee Engagement & Satisfaction

While these 10 areas are critical to our sustainability strategy, targets, and resource allocation, additional ESG topics are important for our reporting to stakeholders, and to Collen's corporate strategy and culture.

1. Environmental Climate Change Strategy

Climate change and resource scarcity are challenges to society and to business. As a responsible corporate citizen operating as Main Contractor across the globe, Collen endeavors to lessen our environmental impact and make our operations efficient. We understand the importance of making efforts to reduce our carbon footprint and actively promoting sustainable business operations.

Collen’s climate strategy endeavors to reduce our greenhouse gas (GHG) emissions, mitigate our corporate climate and biodiversity risk exposure and promote awareness throughout our entire value chain. This strategy is driven by our two separates but linked environmental programs:

- Carbon neutrality program: By utilizing our carbon baseline in 2019, KPI’s have been set to reduce carbon emissions, energy use, waste and improve employee education.
- Bio-diversity program: By investing in our Bio-diversity project our current plan focuses to maximise carbon sequestration and storage within the forest portfolio. These measures are crucial in enabling the forest to naturally reduce atmospheric carbon dioxide and effectively store carbon within the forest biomass and soil.

In 2021, Collen commenced our carbon reduction programme, gathering accurate baseline Energy and GHG emissions estimates. This involved a review of all available baseline energy usage data. The key focus was to;

- Gather accurate estimate of group Scope 1,2 and 3 Emissions.
- Support data gathering and provide analysis for setting of GHG targets.
- Provided a reporting template to support reporting and monitoring & Annual Carbon Emissions recording.
- Support a closer alignment between Environmental and Sustainability monitoring and reports

Collen GHG Inventory

Scope 1	Scope 2	Scope 3
Direct Combustion for heat/steam/power from fuel consumed onsite; - Natural Gas Fuels used in company cars - Diesel / Petrol	Direct -Purchased Electricity Emissions from generation of purchased electricity bought by the company.	Indirect Reporting on emissions from companies actions; Purchased goods and services Waste generated in operations - Waste Disposal by landfill / Recycling / Incineration Business travel Staff commute
<u>Source:</u> Energia Heating bills DCI Fuel bills	<u>Source:</u> Electricity Bills	<u>Source:</u> Invoices for office supplies Waste supplier bills and weights Flight and travel details
<u>Recommendations:</u> Improve heating controls and building insulation Use EV / improve driver and vehicle efficiency /minimise unnecessary journeys	<u>Recommendations:</u> Improve energy awareness and reduce losses Increase PV generation if available	<u>Recommendations:</u> Waste supplier change to zero landfill and increase recycling Staff awareness to reduce waste Explore offset purchases with flights

Scope 1 – Emissions produced directly from sources owned and controlled by the company.
e.g. Combustion (fossil fuels), company vehicles.

Scope 2 – Emissions produced indirectly from purchased electricity consumed by a company.

Scope 3 – Emissions produced by operations not directly owned or controlled by the company
e.g. Business travel, Waste Generated, Water consumed.



	Head Office		BASELINE YEAR
	Consumption	tCO2 e	2019
Calcd from tabs	S1	Gas/N Gas	9.3
		Company Car	624.0
	S2	Electricity *Location	56,305.9
		Electricity *Market	-
		Renewable Electricity (avoided)	2.3
	S3	Purchased Goods	
		Tonnes Waste (est)	41
	Business Travel	87	
outputs	CO2e Footprint	S1 & S3	761
		Scope 1	633
		Scope 3	128
reqd inputs	Metrics	Total kWh Electricity Consumed	149,989
		no. Staff at head office	55
		€mill turnover	200
		tonnes waste	110
outputs	KPI Metrics	tCO2 / tCO2 baseline yr	1.0
		kWh PV/ kWh Total HO	4.0%
		kWh/ staff count	2,727
		tCO2/ €mill turnover	3.8
		tCO2/ no. staff	13.8

Correspondence with Collen Finance and Operations / Maintenance ensured a consistent accounting approach across all sites. The program aims to reduce the Collen carbon footprint of our global office, corporate travel, waste and water use, employee commuting and goods and services consumption, among other areas, through the purchase of renewable energy and the Collen Bio- Diversity Project.

Biodiversity Project – Colleen’s Killerry Forest Sligo

We recognize the urgent need to address environmental challenges, and we are committed to taking concrete actions to minimize our ecological footprint: Recently, Colleen has undertaken the development of a nearly 50-acre woodland area in Kilkerry, County Sligo. This significant initiative serves as a prime example of Colleen’s solid commitment to environmental sustainability.

Phase 1 of the project was completed in June 2022, encompassing the planting of over 2000 Irish trees and the implementation of biodiversity enhancements. Our current plan focuses to maximize carbon sequestration and storage within the forest portfolio. Planting native broadleaves, adding wildflowers, and installing bird and bat boxes are among the measures already completed to enhance the local mammal and biodiversity of the site. These measures are crucial in enabling the forest to naturally reduce atmospheric carbon dioxide and effectively store carbon within the forest biomass and soil. Ongoing operations within the woodland will contribute to both increased carbon capture and enhanced biodiversity, reflecting Colleen’s dedication to corporate social responsibility and their goal of achieving sustainability and carbon neutrality. A comprehensive carbon assessment has already been conducted, and future measurements will be taken within the next few years to evaluate the extent of carbon sequestration achieved. This project holds immense potential, and further development plans are currently underway.

Located along the Sligo Way and next to the Lake Isle of Innisfree, this forest is an example of Colleen’s commitment to environmental preservation and sustainability. Colleen is collaborating with Veon (forestry management consultants) to further enhance and develop this resource. Recently, Colleen’s Executive Management Team participated in tree planting followed by a tour of the forest.

The 50-acre forest is home to diverse flora and fauna, our forest supports a vibrant ecosystem, offering a sanctuary for wildlife and plants. The forests hosts 23 different types of birds, red squirrels and even pine marten, one of the rarest species in Ireland. By the end of 2023, Killerry forest was storing 3,526 tons of carbon, which is as much carbon as 842 cars produce in a year. Through additionalities made in the past decade by Colleen the forest is currently sequestering an additional 240 tons of carbon per year.

Tree planting Killerry Forest,

Left to right – Derek O’ Connor (MD Ireland/UK), David Barron (Technical Director), Leslie Fitzpatrick (Chief Financial Officer), Neil Colleen (Chairman), Kara Stuart (Chief Executive Officer)



Internally, the Collen Environmental Team brings together Collen employees who are passionate about the environment, publishes knowledge-based resources, and works to drive sustainable initiatives through our local offices and communities. Collen Environmental Team aims to instill a culture of environmental advocacy and action through educational sessions that focus on sustainable practices along with informative webinars. Collen supports the Environmental Team's commitment to creating positive change throughout the Company and our neighboring communities as we drive to achieve our longer-term net-zero goals.

With respect to our business functions, we account for a relatively small, manageable environmental impact due to the use of natural resources in our global operations. We focus our environmental efforts on a few key areas, including the way we use resources, manage our workspaces, and conduct business travel. These efforts seek to lessen the environmental impact of our organization by reducing atmospheric carbon emissions, and managing water and waste associated with our business.

Collen also encourages its suppliers to adopt sustainability and environmental practices in line with Subcontractors Environmental Requirements document. To the extent practical and feasible, we expect suppliers to provide us with information to support our reporting and transparency commitments related to sustainability and environmental impacts.

Water

Collen Sweden consumes water in two main categories, office space that we lease from within commercial buildings and operations water usage. Water conservation initiatives are pursued to align to Collen ESG goals with the aim to reduce consumption of all resource categories. Collen Sweden's focus is to make a net positive impact on water demand by:

- Consolidating offices in the same city and selecting office buildings with Green/Energy Certifications and water conserving infrastructure.
- Utilising ISO Certifications systems ISO 14001 & 50001, renewable energy offerings, and sustainability policies, including waste segregation and energy conservation.

Waste

Waste segregation, reduction, recycling and compost diversion are key priorities for Collen. Our Waste Management Plan ensures efficient waste disposal and diversion of recyclable and compostable materials. We also implemented several automated tools to help reduce paper waste and other inefficiencies.

The below table represents the disposal and treatment of waste generated in Collen AB operations in 2022-2023 and covers facilities not owned or controlled by the company.

Site A April 2023 – March 2024

TONS														SUM
Fraction	2023-Apr	2023-Maj	2023-Jun	2023-Jul	2023-Aug	2023-sep	2023-okt	2023-nov	2023-dec	2024-Jan	2024-Feb	2024-Mar	2024-Apr	SUM
Combustible waste			0,074			0,148				0,223				0,445
Wood	7,060	21,500	29,500	9,650	4,180	7,100	6,250	19,600	11,700	22,820	58,400	59,850	68,730	717,490
Cardboard	4,560	2,660	2,900	3,320	2,500	0,360	2,140	3,480	5,620	2,100	2,200	5,140	6,260	104,730
Glass			0,118								0,118			3,539
Food	0,185	0,069	0,162		0,139	0,139	0,092	0,416	0,116	0,416	0,254	0,785	0,739	16,290
Household waste	3,072	3,072	3,840	3,072	3,072	3,840	3,072	3,072	3,072	3,072	1,920	3,072	2,304	105,865
Plastic	5,870	4,910	5,144	12,765	7,388	2,295	3,770	4,630	8,648	16,830	20,150	24,615	17,828	246,875
Metal	3,260	12,500	3,750		9,700		6,640	8,500	6,400	8,240	5,370	6,360	1,650	256,355
Paper	0,044	0,122	0,067	0,133	0,133	0,133	0,266	0,189	0,033	0,089	0,177	0,166	0,055	3,363
Office paper	0,114	0,114	0,171	0,114	0,076		0,095	0,114	0,076	0,038	0,153	0,057	0,038	4,309
Unsorted waste		2,170						1,655						144,803
Gypsum		0,580									2,420	1,724		91,900
Landfill/insulation	2,480	0,100						8,970	4,620	7,620	14,790	13,750	17,070	163,589
Hazardous waste closet		0,488	0,048			0,221	1,329	0,146		0,432	0,794	0,458		6,477
Bio Hazardous														0,128
Construction waste		4,940		29,020	5,240									152,860
Sum	26,645	53,225	45,774	58,074	32,428	14,236	23,654	50,772	40,285	60,880	130,947	128,417	127,434	2.019,017
Recoveryrate/month	78,9%	92,2%	92,9%	90,5%	88,7%	82,3%	84,3%	75,6%	78,3%	75,5%	81,6%	80,9%	81,1%	83,3%

Fraction	2023-Apr	2023-Maj	2023-Jun	2023-Jul	2023-Aug	2023-sep	2023-okt	2023-nov	2023-dec	2024-Jan	2024-Feb	2024-Mar	2024-Apr	SUM
Combustible waste	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%
Wood	26%	40%	64%	17%	13%	50%	28%	39%	29%	37%	45%	47%	54%	36%
Cardboard	17%	5%	6%	8%	8%	3%	9%	7%	14%	3%	2%	4%	5%	5%
Glass	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Food	1%	0%	0%	0%	0%	1%	0%	1%	0%	1%	0%	1%	1%	1%
Household waste	12%	6%	8%	5%	9%	27%	13%	6%	8%	5%	1%	2%	2%	5%
Plastic	22%	9%	11%	22%	23%	16%	16%	9%	21%	26%	16%	19%	14%	12%
Metal	12%	23%	8%	0%	30%	0%	28%	17%	16%	14%	4%	5%	1%	13%
Paper	0%	0%	0%	0%	0%	1%	1%	0%	0%	0%	0%	0%	0%	0%
Office paper	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Unsorted waste	0%	4%	0%	0%	0%	0%	0%	3%	0%	0%	2%	1%	0%	7%
Gypsum	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	18%	10%	10%	5%
Landfill/insulation	9%	0%	0%	0%	0%	0%	0%	18%	11%	13%	11%	11%	13%	8%
Hazardous waste closet	0%	1%	0%	0%	0%	2%	6%	0%	0%	1%	1%	0%	0%	0%
Bio Hazardous	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Construction waste	0%	9%	0%	50%	16%	0%	0%	0%	0%	0%	0%	0%	0%	8%
Sum	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Site B April 2023 – March 2024

Fraction	2023-Apr	2023-Maj	2023-Jun	2023-Jul	2023-Aug	2023-sep	2023-okt	2023-nov	2023-dec	2024-Jan	2024-Feb	2024-Mar	2024-Jun	SUM
Combustible waste											0,029	0,172		18,581
Wood	27,200	30,950	13,300	14,800	19,950	23,000	13,100	7,350	3,550	10,600	6,650	10,250		531,050
Cardboard	3,398	5,217	3,898	5,077	8,378	5,158	3,837	0,178	4,989	0,198	0,119	5,638		103,723
Glass			0,079											0,315
Food	0,809	0,970	1,109	0,901	0,924	0,901	1,086	0,924	0,878	1,063	1,109	0,693		38,703
Household waste	0,845	0,803	0,803	0,676	0,760	0,549	0,845	0,718	0,634	0,803	0,845	0,549		58,858
Plastic	5,410	6,970	8,085	8,553	8,193	6,028	4,179	2,173	7,188	1,340	2,368	2,845		215,969
Metal	12,500	24,420	10,650	15,500	11,120	4,980	6,720	9,560	6,500	4,840	2,340			332,580
Paper	0,044	0,055	0,111	0,067	0,067	0,067	0,067	0,067	0,067	0,055	0,033			3,728
Office paper	0,236	0,321	0,264	0,189	0,189	0,217	0,387	0,170	0,255	0,076	0,189			18,091
Unsorted waste								0,084						150,986
Gypsum		4,640												109,400
Landfill/insulation	5,300	8,400			16,440	29,340					7,080	5,560		169,807
Bio Hazardous														0,034
Hazardous waste closet	0,026		0,184	0,099		0,555	0,061	0,129			0,559	0,236		4,132
Hazardous waste														0,272
Sum	55,768	82,746	38,483	45,862	66,021	70,794	30,282	21,353	17,559	20,647	23,843	29,965	-	41,994,000
Recoveryrate/month	86,5%	86,6%	91,4%	92,7%	70,4%	54,5%	94,0%	94,5%	84,4%	96,4%	63,1%	74,4%	-	82,4%

Fraction	2023-Apr	2023-Maj	2023-Jun	2023-Jul	2023-Aug	2023-sep	2023-okt	2023-nov	2023-dec	2024-Jan	2024-Feb	2024-Mar	2024-Jun	SUM
Combustible waste	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%
Wood	49%	37%	35%	32%	30%	32%	43%	34%	20%	51%	28%	34%		1%
Cardboard	6%	6%	10%	11%	13%	7%	13%	1%	28%	1%	0%	19%		0%
Glass	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		0%
Food	1%	1%	3%	2%	1%	1%	4%	5%	5%	5%	5%	2%		0%
Household waste	2%	1%	2%	1%	1%	1%	3%	3%	4%	4%	4%	2%		0%
Plastic	10%	8%	21%	19%	12%	9%	14%	10%	41%	6%	10%	9%		1%
Metal	22%	30%	28%	34%	17%	7%	22%	45%	0%	31%	20%	8%		1%
Paper	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		0%
Office paper	0%	0%	1%	0%	0%	0%	1%	1%	1%	0%	1%	1%		0%
Unsorted waste	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	5%		0%
Gypsum	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		0%
Landfill/insulation	10%	10%	0%	0%	25%	41%	0%	0%	0%	0%	30%	19%		0%
Bio Hazardous	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		0%
Hazardous waste closet	0%	0%	0%	0%	0%	1%	0%	1%	0%	0%	2%	1%		0%
Hazardous waste	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		0%
Sum	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	0%	4%

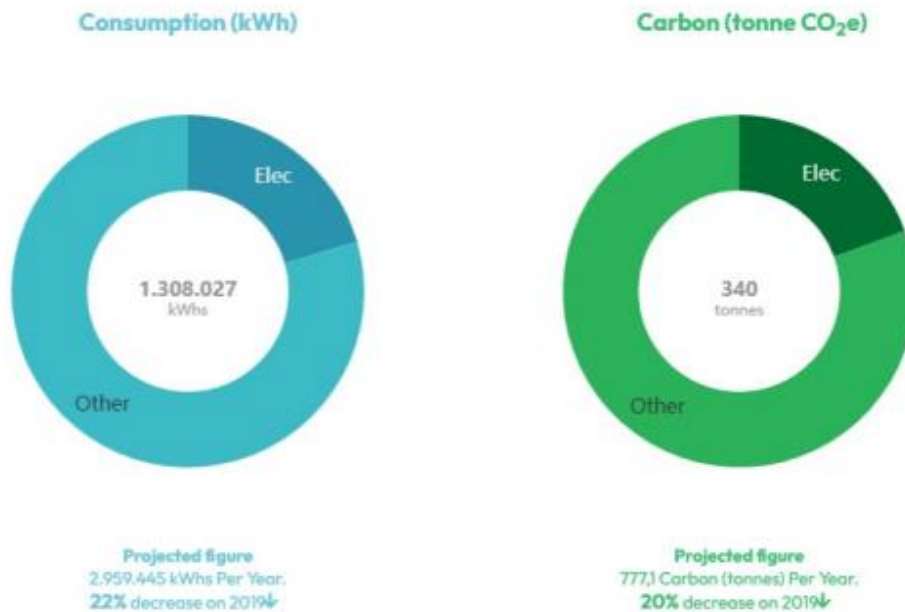
The overall waste diversion rate for this reporting period across both projects was 82.8 %. We are currently exploring takeback Programmes with key suppliers to reduce the waste coming to site thus resulting in less waste.

Energy

Energy consumption, the reduction of energy demand and its corresponding Greenhouse Gas emissions is a high priority for Collen. Greenhouse gas emissions related to energy consumption throughout the organization globally is the main source of Collen Groups' operational emissions and is an area that Collen can control and impact through changes in operations, strategy and policies. Our key focuses are:

- Reduce energy requirements, corresponding greenhouse gas emissions and waste generation of our global operations through thoughtful sustainable initiatives and strategies. Some of these strategies include:
 - occupancy and vacancy sensors are installed throughout the Collen office spaces to automatically turn off the office space lights to save on energy consumption.
 - when office and data center infrastructure and equipment approach end of life, replacing it with newer more energy efficient and/or sustainable products.
 - Upgrading of site cabins to ensure they are energy efficient.

2023 Stats



2. Social

Human Capital Management

The company's most valuable asset is its people, and Collen has made deliberate investments to ensure that it remains an employer of choice to attract, retain and develop top talent. Collen strives to create a work environment in which individuals are empowered to establish their own work objectives, aligned with Collen's overall business strategy and within the context of their area of discipline.

Collen has extended its commitment to attracting, retaining, developing, and motivating its employees throughout 2023/2024, by adding new professional development opportunities to bring internal job opportunities.

Employee Demographics

The following table illustrates Collen Sweden employees gender distribution by career level for reporting period 01/04/2023 -30/03/2024.

Sweden		
Career level	20	
	Female	Male
Executive	0	3
Senior	5	28
Mid	7	42
Entry	8	10
Not Disclosed	0	

Employment contract for Collen Sweden (permanent & temporary) by gender	
- Permanent (Regular employees)	
- Total:	103
Employment type for Collen Sweden (full-time & part-time) by gender:	
- Female	21 Full Time; 1 Part-time
- Male	80- Full time; 1 Fixed term
- Undeclared (Not declared, zero data)	

Attracting and Retaining Employees

Our people are the primary driver of our success. Collen is committed to attracting top talent and retaining, developing and motivating our employees.

We are actively working to establish Collen as a destination employer, having created a dedicated Talent Attraction team and establishing key partnerships to attract diverse talent in across all markets in which we operate. To continue strengthening our employer brand, we launched our newly designed website during 2022, to provide a much better candidate experience. We seek to hire locally wherever possible, for all levels , additionally, we introduced new hire and employee exit surveys to better understand why employees join, and leave, Collen.

Workforce Attrition rate 5.45%

Growth and Advancement

Collen's Annual Review program has been established to enhance the job performance and professional growth of each employee. Under this program, every employee is asked to create a professional development plan for themselves each year, in concert with their manager, and record this plan in our HR software M Files.

In 2023, we continued to assess the current state of our talent, define the skills needed to achieve our strategic goals, set performance objectives to measure individual growth, provide opportunities for skills development and utilize the process to advance talent equitably

In addition to providing mechanisms for ongoing feedback throughout the year, managers informally assess his or her employees in writing during the mid-year period and complete a formal year-end performance review by the end of each calendar year.

Training and Education

Collen supports the development of its employees through each important transition in their careers, as new entrants to the organization, as developing professionals, as managers of teams and people and as leaders who lead the global organization. In Q1 2024 Collen appointed a Learning & Development Manager to further enhance training and continuous professional development for all Collen employees.

Wellness and Financial Security

At Collen our focus on health & safety, inclusion, collaboration, and wellbeing is unparalleled. We live our family company values, placing Collen team members at the heart of the company. As Collen continues to grow, the company actively seeks new talent to join the exciting journey. Strong family values make Collen a supportive, attractive, and exciting place to work and build successful careers.

The employment offer at Collen is compelling, competitive, and developed in partnership with Collen employees to reflect what matters most to them. The total reward package at Collen includes:

- ✓ Competitive Salary
- ✓ Pension, Life assurance & income protection benefits throughout employment.
- ✓ Development and further training opportunities for shaping and realising career goals.
- ✓ Education opportunities to support 3rd level education.
- ✓ An opportunity to access and progress professional memberships to Charterships.
- ✓ Global mobility support to expand employee horizons within Collen while developing knowledge while forging a successful career.
- ✓ Generous family leave and flexible working options.
- ✓ A supportive and generous framework of employee leave policies.
- ✓ Travel benefits or company car depending on location of the position.
- ✓ A Diverse & Inclusive environment where a dedicated Diversity and Inclusion committee work collaboratively to make positive changes at Collen.
- ✓ Employee Assistance Program – The (EAP) is a purpose-built service that offers a vehicle for employees to resolve varied, personal or work-related concerns, which can influence performance in the workplace.
- ✓ Community Programmes - Collen support local organizations, schools and colleges in each company location. Employees are encouraged and have the opportunity to engage with the community initiatives which most appeal to their personal interests.

Diversity, Equity and Culture

The Collen Diversity Committee is responsible for ensuring equitable employment and career development practices across the company, as well as fostering a culture of inclusion and belonging for all. During 2023, we focused on educating our employees on diversity topics, including optional diversity training for all employees, and required inclusive leadership training for all managers.

Collen attained the Investors in Diversity Silver Award on the 31st of January 2023 from the Irish Centre for Diversity in recognition of its diversity and inclusion programme.

The accreditation benchmarks Collen against other bodies and affirms that it has both embedded diversity and inclusion practices throughout the organization as well as developed and fostered a sense of fairness and belonging among all colleagues. A series of initiatives are planned by the Collen Diversity and Inclusion committee annually to keep diversity and inclusion in focus and support areas for further development.

The successful accreditation demonstrates Collen's commitment to promoting a positive working environment where everyone feels valued, respected and included.

Additionally all subcontractors appointed by Collen for our Swedish projects are provided with the Supplier Code of Conduct to ensure alignment in business practices with the client's expectations. Collen is developing a system of greater subcontractor engagement that assists in supporting diversity and inclusion along with safety and sustainability deliverables. Collen has a rich tradition of supporting local charities and communities, through charity events and fundraising, which offer support services to disadvantaged groups, such as women's refuge, youth in disadvantaged areas, access to apprenticeship, suicide prevention and mental health. CSR is an active part of the Collen culture and extends to all regions of active operations.

Data and Information Privacy

In January 2021 Collen achieved ISO 27001 accreditation, this international standard for information security requires organizations to identify information security risks and select appropriate controls to tackle them. Those practices are outlined in Annex A of ISO 27001, which contains 114 controls divided into 14 domains.

Reflecting the unique risks and potential harm posed by mishandling or misuse of personal data, Collen's GDPR Policy in conjunction with the ISO 27001 accredited information security system builds on the foundation of our information security program to apply special governance, policies, procedures and training on the use, handling and processing of personal data and performance of activities that impact privacy rights (as determined by the jurisdictions in which we operate).

Collen appreciates the special obligations that apply to processing personal data and individuals' rights to privacy and personal data protection. Collen's privacy compliance program is designed to enable adherence to laws and regulations applicable to personal data that it processes, including, as applicable, the European General Data Protection Regulation (GDPR) as well as its posted Privacy Policy and contractual commitments to customers, vendors and other counterparties.

Our personnel are expected to protect and secure the confidentiality of non-public information that they receive, access or create in connection with their work at the company. This includes adhering to any laws, regulations and/or non-disclosure agreements that restrict the use of data (including personal data), require measures to safeguard it, and limit disclosure of information. It also requires that personnel limit their use of information technology assets (e. g., laptops, phones and other devices) to permitted activities so that data is not put at risk, and that they promptly report any suspected improper use or potential disclosure of data. Collen has numerous policies in place to further safeguard our technology and use thereof, including:

- Acceptable Use policy
- Data Classification policy
- Information Security policy
- Mobile Device policy

We provide training on overall information security to all our employees on a regular basis. The company works continuously,

education and training of all employees, which ensures that employees are well informed about data security and ethical handling of personal data and other data.

Collen expects that its suppliers share our commitment to data and information privacy by complying with the Collen Supplier Code. As stated in the Supplier Code, Collen expects suppliers to comply with applicable laws and regulations and contract terms relating to personal data and privacy including laws and regulations of the jurisdiction where personal data originated. Suppliers must disclose all jurisdictions in which they intend to process data on behalf of Collen and provide all information requested by Collen to assess the transfer of personal data to such locations.

To support these principles, Collen maintains a comprehensive and consistent set of information security documentation and requirements intended to protect the security, reliability, integrity, accuracy, confidentiality, and availability of Collen information assets. These documents record the security controls and personnel responsibilities established to protect Collen information and information systems against both accidental and unauthorized access, modification, interference, disclosure, and destruction. These include our Information Security policies, which apply to personnel (full-time and part-time employees, and contractors) working for Collen. Within this reporting period, no breaches to our information systems were reported/identified.

Human Rights

Collen supports fundamental human rights—both inside and outside our company—and demonstrates its commitment by enacting responsible workplace practices across our global enterprise. Collen believes in the fundamental dignity of every human being and the rights of every individual to live and work safely and humanely, without fear of oppression or coercion.

A critical risk for human rights relates to operations of listed companies that operate in areas where the enforcement of national legislation and international conventions might be limited. Our Vision, Mission and Values Statements, along with our Code of Ethics and Employee Handbooks, emphasize responsibility, integrity, and values-based decision-making and set forth our standards for conducting our business ethically and consistent with our moral principles.

These principles and standards shape our interactions with fellow employees, clients, suppliers, communities, and markets around the world—and with our community of shareholders, too. They are foundational to our company and enable our continued success. Collen has incorporated within its Code of Ethics, corporate policies, or programs specific requirements to put the following principles into practice:

- Equal Employment Opportunity and Discrimination
- Dignity at Work
- Grievance Policy
- Diversity and Inclusion
- GDPR
- Health and Safety at Work
- Information Security Policy

Human rights are reinforced through training and effective employee communication, including inductions and webinars. Collen views human rights due diligence as a continuous process, which we constantly adapt and improve. We acknowledge the responsibility to respect human rights as outlined in the UNGP.

KPI: The number of reported cases to the whistle-blowing system during the year is 0.

All subcontractors have signed the existing code of conduct that includes human rights requirements.

3. Governance

Business Ethics and Integrity

The Collen Business Ethics and Integrity Policy is designed to meet or exceed available standards, including guidelines by European regulators. Collen embraces good governance by holding ourselves to the highest ethical standards in all interactions.

Collen values its reputation for ethical behavior, financial honesty, integrity, and reliability. There are a number of fundamental principles and values which it believes are the foundation of sound and fair business practice and as such are important to uphold. The trust and respect from Collen employees, clients, customers, stakeholders, and the general public are assets that cannot be bought and are the foundation for success. For these reasons all employees must conduct themselves in adherence with these principles and values. The impact of any wrongdoings and unethical behavior upon our business could be both damaging and detrimental.

Every employee has a right to expect that our business maintains proper standards, and everyone has a duty to maintain these standards through their decisions, actions and what they say. A heavier responsibility is borne by those who hold positions of authority. They must openly demonstrate leadership in applying the business practices outlined in the Business Ethics and Integrity Policy.

The Policy is supported by the Board of Directors and shall be reviewed from time to time. It covers the main issues that may be encountered at work, and sets out standards of professionalism and integrity to be maintained by individuals.

All employees have the right and the responsibility to resolve doubts or uncertainties about ethical questions and should, in the first instance, contact their manager for guidance prior to taking any action. An 'open door' policy is encouraged in Collen so that, if necessary, such queries can be brought to the attention of higher levels of management.

A Whistle-blowing Policy and Procedure is also in place where specific concerns can be raised without fear of discrimination.

Collen's Key Business Principles

The key Business Principles are outlined below:

Discrimination or harassment of any kind will not be tolerated

Fair terms of employment are provided to all employees together with appropriate opportunities to develop skills and progress in their careers.

The diversity of workforce is strength to the business. All employees regardless of their colour, race, religion, gender, marital status, sexual orientation, disability or age will be treated equally, with fairness, honesty, respect and dignity. Harassment (including sexual, physical, mental, use of abusive language or offensive gestures) or bullying, in any shape or form will not be tolerated. Any employee who is proved to have acted in a discriminatory manner or to have indulged in bullying or harassment will be subject to disciplinary action and all employees are strongly encouraged to report such incidents.

A safe and healthy environment will be maintained for people to work in

Collen recognises its responsibility and the benefits of providing a safe working environment. We aim to comply with legislative, safety rules and procedures through preventing accidents from happening. We do this by understanding the risks present in our working environment and how accidents can occur. Health and Safety processes are in place to reduce risks within the workplace.

All within the Collen organization have a responsibility for safety in the workplace, and we must:

- Be familiar and comply with our Health and Safety Policy and all local operating procedures.
- Think through and identify the risks and hazards in our working environment.
- Intervene immediately if someone is putting themselves or others at risk.
- Report all safety risks promptly to a manager or Health and Safety representative. We will be proactive in

managing our responsibilities to the environment.

- Each has a personal and collective responsibility to use resources efficiently and give consideration to the impact of our products and operations on the environment, and to take steps to address these.

It is recognised that day-to-day operations have the potential to damage the environment. To keep this impact to a minimum, resources must be managed efficiently to minimise waste. Responsibility is taken for reducing the use of energy, water and other materials and trying to recycle where possible. To this end, Colleen has established an Environmental Department and to develop and deliver an effective Sustainability policy.

Confidentiality

Everyone within Colleen has a responsibility to keep confidential all information relating to the business as well that of our clients, customers and suppliers.

Every employee should take steps to ensure that confidential information is protected. This applies to confidential information regarding Colleen's employees, clients, customers and suppliers. Under no circumstances should such information be disclosed to third parties including the media. This obligation continues when an employee leaves the business.

The confidentiality obligations contained in this Policy are in addition to any obligations detailed in employment contracts, any policies and other documentation issued.

No bribes can be given or received

Colleen, nor any of its employees, will offer, give or receive bribes or inducements of any sort for any purpose.

A bribe includes any payment, benefit, or gift offered or given with the purpose of influencing a decision or outcome. The payment may not be of large value and it could be as simple as a lunch or for example, an invitation to a sporting event. We are each responsible for knowing what our business guidance allows and what the law permits regarding gifts and benefits given to or received from clients, customers, suppliers or other third parties. The Company has in place a Business Gifts Policy which must be followed. If in doubt, seek guidance and approval from your manager before accepting or giving any gift or entertainment.

Conflicts of interest must be avoided and in all cases must be reported

Everyone has a responsibility to disclose and seek direction on any issues that may potentially conflict with our responsibilities to the business.

Conflicts of interest happen in situations where competing interests conflict and impair our ability to make objective and unbiased business decisions. A conflict of interest can take many forms, including; managing or recruiting a family member or friend; having a second job or holding financial interests in suppliers, clients or customers. In all cases a conflict must be disclosed to a manager as soon as it becomes apparent.

Anti Bribery

Colleen commits to compliance with all laws, rules and regulations governing anti bribery and corruption law. Under EU law, bribery and corruption is punishable for individuals, and if the business is found to have failed to prevent bribery or taken part in corruption it could face an unlimited fine, be excluded from tendering for Government contracts and face untold damage to its reputation.

Under EU law the payment, or offer to pay bribes, or the provision of or offer to provide gifts or anything of value or other advantage for improper purposes to obtain or retain business or any other benefit, (whether for the Company or any other party) is prohibited. Such payments or gifts are also forbidden under the terms of this Policy and may result in immediate dismissal for those involved in their payment or receipt.

Colleen recognises that over and above the commission of any crime, any involvement in bribery will also reflect adversely on its image and reputation. Colleen's aim therefore is to limit any exposure to bribery by:

- Setting out a clear anti-bribery stance;
- Training all employees so that they can recognise and avoid the use of bribery by themselves and others;

- Encouraging employees to be vigilant and to report any suspicion of bribery, providing them with suitable channels of communication and ensuring sensitive information is treated appropriately;
- Rigorously investigating instances of alleged bribery and assisting the police and other appropriate authorities in any resultant prosecution;
- Taking firm and vigorous action against any individual(s) involved in bribery.

Appropriate internal controls are in place which will evidence the business reason for making payments to third parties.

Related Policies

- Business Gifts Policy
- Code of Conduct
- Disciplinary Policy
- Whistle-blowing Policy
- The above list is not exhaustive and other policies may be applicable

Risk Management

Collen's Risk Management Committee has established an Enterprise Risk Management (ERM) framework to identify, assess, monitor, measure, and treat risks, including information-security risks. The Risk Management Committee facilitates ERM Framework execution within Collen's business units and expert functions, coordinates risk management activities across the Company, and aggregates and reports risk information on a regular basis.

Information and Cyber Security

The information security department is responsible for coordinating the protection of the Collen Group's core business operations and information against real-world cyber threats, by employing technology, policy, processes, education programs, and sound design techniques across the organization. Collen's Chief Information Officer (CIO) who reports directly to Collen's CEO manages the Information Security Department (ISD).

The ISD team is responsible for:

- Maintaining and implementing Collen's ISO 27001 Information Security System;
- Performing and coordinating security assessments and vulnerability scans of Collen's internal, external and third-party applications;
- Implementing and maintaining Collen's various information security-related policies and standards;
- Middleware and vulnerability management in addition to special projects as designated by the CIO;
- Collen's compliance efforts for General Data Privacy Regulation (GDPR) and all supporting data privacy and protection efforts;
- Configuring Collen Group infrastructure and the applications running thereon in accordance with Collen's configurations policies, processes and standards;
- Monitoring threats against Collen, and providing recommendations for securing potentially vulnerable populations at Collen in the context of emerging threats.

On an annual basis, the Information Security team reviews and updates its governance documents, and then presents the revised documents to the Audit & Risk Committee for review and/or approval.

Our Audit & Risk Committee receives reports, as well as additional reports as needed, on cybersecurity and information security matters from our Chief Information Officer. The Collen Information Security Management System (ISMS) that governs the global enterprise infrastructure and supports key global information security processes, and includes technology, personnel, locations and data centers, conforms to ISO 27001 requirements and is ISO 27001 certified.

Other sources

For further information on Collen efforts relating to sustainability, please refer to the Collen Sustainability Page <https://www.collen.com/about/sustainability>

Environmental and Sustainability Policy

1. Commitment

Collen is committed to achieving the highest standards with regards to the impact of its activities on the three core pillars of sustainable development: environment, economic and social. The Company strives to continually integrate better sustainable practices within the organisation and in doing so, meet the needs of the present while respecting the requirements of future generations. Collen supports a greener economy; offers added value to clients and will help Collen to make significant contribution in the fight against climate change through limiting adverse effects of resource usage on the environment. Collen works closely with its suppliers to create synergy within the supply chain. We are committed to the reduction of pollution and are proactive in managing this through our Management Systems. The Company promotes positive social responsibility and good community relationships in the areas it operates through the generation of local employment, which contributes to inclusive growth, and consideration for inhabitants in close occupation of its operations. For over 200 years, the Company has built upon strong family values and prides itself of being a responsible Company, balancing Company interests with those of its employees and the wider community. Collen ensures ongoing compliance with all relevant environmental legislation, regulations, codes of practice and other standards which enhance sustainability in Ireland.

2. Aim and Scope

Collen aims to reduce the impact caused directly or indirectly through our operations. Collen acknowledges its responsibilities to sustainable development through the creation of this Policy and the measures introduced to contribute to sustainability in all jurisdictions in which we operate. An integral part of strategic planning for the Company is the creation of targets to achieve sustainability best practice across the three key areas: environment, economic and social. These targets are developed and integrated into the organisation through specific policies which are at the forefront of all operations. By developing a comprehensive Environmental Management System (EMS) of processes and practices, this will enable the Company to reduce its environmental impact and increase its operating efficiency, as well as ensure compliance with all relevant environmental legislation, regulations, codes of practice and other standards. Economic and Social impact will be incorporated into the EMS to deliver a robust system for sustainability. All employees of Collen have duties and responsibilities under this policy to ensure the objectives are met.

3. Objectives:

Collens EMS shall evaluate and provide clear direction together with a consistent approach to sustainable development. It will be adopted at all levels within the organisation and reviewed regularly to ensure it meets best practice. The Company's EMS is certified to ISO 14001:2015 and ISO 50001:2018 by NSAI and is expected to continually develop so that new challenges in delivering sustainability can be addressed.

Sustainable Consumption and Production

- Promote sustainable building concepts to clients, utilising the EC3 calculator to do so.
- Identify opportunities to reduce waste including takeback programmes with suppliers.
- Reduce waste generation by 10% based on 2023 figures, measured in tonnage generated per 100K turnover.

Climate Change and Clean Energy

- We will reduce our carbon intensity by 25% from our 2019 baseline by 2025. Measured in CO₂e/€m t/o
- Embed ISO 50001 throughout all activities within the company to manage and reduce energy wastage.
- Continue investment in renewable energy sources in both head office and temporary site locations.
- Improve energy management performance within Collen (Scope 1 & 2) and the supply chain (Scope 3).

Nature Positive

- Boost carbon capture and enrich biodiversity via the Collen Biodiversity Initiative.
- Advocate for the adoption of a circular economy methodology in all operations.
- Promote the implementation of eco-friendly vertical gardens and green roofs in projects.

Economic and Social:

- Work with local communities to promote mutually supportive practices and co-operative efforts.
- Support socioeconomic regeneration by employing and nurturing a local work force.
- Provide world class Health & Safety whilst promoting the Collen Creating Safer Sites Programme.
- Promote the Collen Investors in Diversity Silver Award from the Irish Centre for Diversity to achieve DEI goals.
- Promote Equal Opportunities and Fair Employment within the organisation.
- Improve Environmental knowledge within Collen through the delivery of the Collen Sustainability Series CPD's



Tom O'Connor
Managing Director Sweden

Aspect	Impact	Likelihood of Impact	Severity of Impact	Significance rating	Control Measure	Revised rating
Air Conditioning	Increased use of air conditioning system resulting in an increased electricity consumption. Incorrect / inappropriate work carried out may cause leaks and unintended release of refrigerant to the air, therefore reducing the air quality	2	2	4	Air conditioning system is on a timer to reduce usage and electrical consumption. Regularly maintained by an approved company	2
Car Parking	Ground & water pollution caused by spillages and releases from poorly maintained vehicles. Restricted access for emergency services by parking in unauthorised areas	2	2	4	All vehicles are subject to regular inspection & maintenance. Designated parking areas are identified for considerate and safe parking	2
Electricity use	Increased air pollution from production (Co2). (NB: Adds to the long term effect of climate change)	2	3	6	Use of modern energy efficient equipment, switch off lights or have lights on motion sensors, switch off computers when not in use	2
Gas use		2	1	2	Increased air pollution (CO2) from the use of a gas boiler to heat water in the welfare area. (NB: Adds to the long term effect of climate change by using a nonsustainable resource)	1
General Waste Management	Increase in landfill sites due to increase in waste. This therefore leads to the takeover of land and reduced available living or farming availability. Inappropriate disposal may lead to legislative non-compliance	2	4	8	All waste is segregated at source where possible, Panda divert 96% waste from landfill and 100% in some cases	3
WEEE Waste Management	Increase in landfill sites due to increase in waste. This therefore leads to the takeover of land and reduced available living or farming availability. Inappropriate disposal may lead to legislative non-compliance				All waste is segregated at source where possible, Panda divert 96% waste from landfill and 100% in some cases. WEEE Cage available onsite in some cases	
Hazardous Waste	Ground & water contamination as a result of incorrect hazardous waste disposal. Inappropriate disposal may lead to legislative non-compliance	2	4	8	Hazardous waste is disposed of in our hazardous waste bin onsite with Rilta	4
Landscaping	Disturbance of wildlife / flora / fauna due to landscaping activities. Potential spillages of chemicals / fuel from tools used. Potential interaction with non-indigenous species (such as Japanese Knotweed)	2	4	8	Works carried out by a competent sub-contractor that has assessed the risks and produced Risk Assessment and Method Statements prior to work commencing. Liquid Petroleum Gas (LPG) tools used for the works to ensure fewer emissions released to the atmosphere. Where chemical usage is required, the Eco-friendly type	4
Light pollution	Light impact to local residents and local wildlife	2	2	4	Minimal impact due to business activities being carried out during daylight hours and not situated in a residential area	2
Noise Pollution	Noise impact to local residents and local wildlife	2	2	4	Minimal impact due to business activities being carried out during daylight hours and not situated in a residential area	2
Packaging	reduction in landfill from the disposal of excess packaging material.	2	2	4	Suppliers made aware of Sustainability aims at a procurement stage. Packaging is avoided where possible.	2
Paper use	Increased use of paper has direct effect on waste amounts and high energy consumption from printing. (NB: Use of non-sustainable resources and deforestation leads to global climate change)	2	1	2	Paper use encouraged to be kept at a minimum due to the type of business, paper use is unavoidable because of project plans, safety files, etc Introduction of the 4projects collaboration tool	1
Purchasing Materials	Increase in air emissions as a result of sourcing materials from suppliers based a significant distance from the project and by placing numerous small orders instead of one big order. Increased waste stream (excess materials) as a result of over ordered.	2	2	4	Materials purchased from local suppliers and consolidated into 1 big order, wherever possible to reduce the carbon emissions used during deliveries. Any materials no longer required for the project to be stored in the office storage yard (if possible) and used on future projects	2
Purchasing of equipment / vehicles	Increased energy consumption and / air pollution, etc due to the incorrect selection of type / size / age and performance of vehicle / equipment (i.e. an old style computer could use more energy as less energy efficient than newer models / an older vehicle would release more carbon emissions than new vehicles)	2	2	4	Lease / purchase a hybrid and / or low emission vehicle. Ensure that regular inspection & maintenance of the vehicle is carried out. Purchase new, more energy efficient equipment and switch off when not in use to assist in the reduction of energy consumption	2
Water Use	Reduction of water resource through increased usage	1	1	1	Water use is minimal (limited to welfare requirements)	1
All other		1	1	1	Training & Awareness	

Aspect	Impact	Likelihood of Impact	Severity of Impact	Significance rating	Control Measure	Revised rating
Article 27	Waste being disposed of at an unlicensed facility	3	3	9	Haulier agreements, meeting with Haulier onsite	4
Air Emissions from Plant Use	Degradation of local air quality from use of diesel plant	2	2	4	All plant and equipment is maintained or hired with appropriate certification, Local Exhaust Ventilation (LEV) used as required	2
Archaeological Disturbance	Disturbance / damage of items of historical interest caused by noise & air pollution and collision	2	3	6	Areas of archaeological / historical interest are identified prior to commencement of works. Areas are surrounded with barriers and in certain cases protected with plastic sheeting whilst works are carried out to the surrounding areas. Regular monitoring of air quality and noise are carried out to ensure that contaminants and vibration do not cause damage to the archaeology	3
Contamination of Land	Contamination caused from leaks and spillages that are allowed / left to soak into the ground	2	3	6	Spill kit training, Environmental Emergency Response	4
Control of Sub-contractors	If subcontractors are not managed inappropriate actions may lead to compant and legislative non-compliance.	3	3	9	Suncontractors Environmental responsibilities procedure and contract arrangements	6
Disturbance to Flora & Fauna	Disturbance of flora & fauna during project activities. Potential spillages of chemicals / fuel from tools / plant used. Potential interaction with non-indigenous species (such as Japenese Knotweed)	2	2	2	Identified primarily by client and survey carried out if an issue arises during project. Competent contractors used if removal required	1
Disturbance to Wildlife	Disturbance to wildlife during project activities due to poorly controlled works resulting in direct influence on protected species (such as badgers & bats)	2	2	4	Identified primarily by client and survey carried out if an issue arises during project. Competent contractors used if removal required	2
Excavation/Soil disposal	Surface water contamination, tracking on public roads	2	1	2	Erosion Sediment Control Plan& Wheel wash or road sweeper	1
Hazardous Waste Management	Ground & water contamination as a result of incorrect hazardous waste disposal. Inappropriate disposal may lead to legislative non-compliance	2	4	8	Hazardous waste bins on all sites. Weekly audits done to check waste is being disposed of correctly. Spill kit training complete Bunding of all tanks & drum storage areas; Labelling of fuel, oil and chemical storage tank & drums; Loading/unloading of fuels in designated area to protect against spillage/run-off; Preparation of an Emergency Response Procedure to address any emergency incident on site; Safety system to prevent overfilling of tanks; Maintain spill kits or suitable absorbent material on site; Maintain Material Safety Data Sheets (MSDS) where applicable for all materials stored on site; Fuel pumps and attachments to be located within the bunded area.	6
Light pollution	Light impact to local residents and local wildlife	2	2	4	Restricted working hours as determined by the planning permission	2
Loading/Unloading	ground / water pollution from accidental spillage during loading / unloading	2	2	4	Awareness training and emergency reponse training.	2
Noise Pollution	Noise impact to local residents and local wildlife	2	2	4	Due to the environment in which the organisation operates, noise control is typically limited to Personal Protective Equipment (PPE), control of operation hours (i.e during daylight hours), acoustic barriers if required, and the most up-to-date tooling is used and larly inspected / maintained on site to ensure they are operating safely and efficiently	2
Packaging	reduction in landfill from the disposal of excess packaging material.	2	2	4	Suppliers made aware of Sustainability aims at a procurement stage. Packaging is avoided where possible.	2
Plant & Material Storage	Ground / water / air pollution as a result of spillages and releases from inappropriately stored or poorly maintained plant. Also resulting in possible access restrictions for emergency services / evacuation. Poorly stored plant / materials can increase fire risk	2	3	6	All plant and equipment regularly inspected and maintained to reduce spillages and leaks. Designated parking areas / storage areas for plant & material storage as identified at start of project	3
Purchasing Materials	Increase in air emissions as a result of sourcing materials from suppliers based a significant distance from the project and by placing numerous small orders instead of one big order. Increased waste stream (excess materials) as a result of over ordered.	2	2	4	Materials purchased from local suppliers and consolidated into 1 big order, wherever possible to reduce the carbon emissions used during deliveries. Any materials no longer required for the project to be stored in the office storage yard (if possible) and used on future projects	2
Site deliveries	Emissions from vechicles	2	2	4	Materials purchased from local suppliers and consolidated into 1 big order, wherever possible to reduce the carbon emissions used during deliveries. Any materials no longer required for the project to be stored in the office storage yard (if possible) and used on future projects	2
Storage of oils and fuels	Ground & water contamination as a result of incorrect hazardous waste storage. Inappropriate storage may lead to legislative non-compliance	2	3	6	Chemical stores onsite, awareness training and emergency reponse training.	4
Use of concrete	Greenhouse gases through production of cement, washout entering waterways and destroying waterlife	2	3	6	Designated concrete washout onsite, communication with concrete supplier and concrete washout procedure	4
Vehicle Storage & Use	Ground / water / air pollution as a result of spillages and releases from poorly maintained vehicles. Inappropriately parked vehicles may lead to restricted access for emergency services or evacuation. Increased mileage and driving resulting in increased fuel consumption and reduced air quality	2	2	4	Designated areas to park vehicles identified by the client. Regularly inspect and maintain vehicle(s) to prevent leakages. Reduce air emissions, wherever possible by encouraging telephone conference calls for meetings as opposed to travelling. Colleen offer a 'Cycle To Work Scheme' to all staff to encourage the reduction of carbon emissions (air pollution)	2
Waste Management	Increase in landfill sites due to increase in waste. This therefore leads to the takeover of land and reduced available living or farming availability. Inappropriate disposal may lead to legislative non-compliance	3	2	6	Segregation at source where possible, waste provider Panda has a 96% diversion to landfill rate.	4
General Waste Management	Increase in landfill sites due to increase in waste. This therefore leads to the takeover of land and reduced available living or farming availability. Inappropriate disposal may lead to legislative non-compliance	2	4	8	All waste is segregated at source where possible, Panda divert 96% waste from landfill and 100% in some cases	3

Environmental Law Compliance Control for Construction sites

Designation	Law	Subarea	Description	This is how the Construction site is affected
SFS 2020:614	Waste Ordinance	Waste - Biological waste	Whoever has bio-waste must sort out at least the following types of waste and store them separately from each other and from other waste: 1. biodegradable garden or park waste that contains parkslime or invasive alien species that are on the Union list according to Regulation (EU) No. 1143/2014, 2. other biodegradable garden or park waste than that referred to in 1, and 3. biodegradable food or kitchen waste	Food waste must be sorted out in the staff canteen, so that it ends up in a food waste facility and turns into slurry that becomes raw material for biogas and biofertilizer.
SFS 2020:614	Waste Ordinance	Waste - Combustible waste	Combustible waste must be sorted out and stored separately from other waste	Combustible waste must not contain hazardous waste or waste that can be recycled
SFS 2020:614	Waste Ordinance	Waste - Packaging waste	Whoever has packaging waste must separate the following materials from other waste: 1. paper and cardboard, 2. plastic, 3. metal, 4. colored glass, 5. uncolored glass, 6. plastic bottles and metal cans that are intended for a return system, 7. wood, and 8. materials not referred to in 1-7 (other packaging material). Packaging waste that contains residues of hazardous waste must instead be sorted out and handled as hazardous waste. Whoever has packaging waste that has been produced in connection with an activity must deliver the packaging waste to 1. the free reception points provided by a producer responsibility organization. 2. a notified market-driven system for reuse or material recycling. 3. a return system, if the waste consists of plastic bottles or metal cans for which the return system is intended, or 4. the municipality's collection system, if the business has a waste management system that is co-located with that of households and the business has chosen municipal collection	All packaging waste must be sorted into different fractions: paper/cardboard, plastic, metal, colored glass, uncolored glass, cans/plastic bottles with deposit, wood and other packaging material. These packages must be handed over either to free reception points or via the municipality's collection system if the business has chosen municipal collection. Packaging waste that contains residues of hazardous waste must be sorted out and handled as hazardous waste.
SFS 2020:614	Waste Ordinance	Waste - Control when waste is left to someone else	Anyone who professionally produces or handles waste may hand the waste over to someone else only if the person receiving the waste has made the notifications or has the permits required for handling. The person leaving the waste must, in a way that can reasonably be requested, have checked that the requirement is met. There must be documents proving that the transporters hired for the transport of waste have permission for this.	There must be documents proving that the transporters hired for the transport of waste have permission for this. The person who designated the waste recipient must ensure that the waste recipient has made the notifications or has the permits required for handling.
SFS 2020:614	Waste Ordinance	Waste - Construction and demolition waste	The person who produces construction and demolition waste must, in addition to what applies according to other regulations in this chapter, sort out at least the following types of waste and store them separately from each other and from other waste: wood, minerals consisting of concrete, brick, clinker, ceramics or stone, metal, glass, plastic, and plaster	Wood, mineral (concrete, brick, clinker, ceramic or stone), metal, glass, plastic and plaster must be sorted out on the construction site.
SFS 2020:614	Waste Ordinance	Waste - Hazardous Waste	Hazardous waste must be sorted out, collected and otherwise handled separately from other waste. Packaging containing hazardous waste must be handled in the same way, if the packaging facilitates the practical handling of the waste. Hazardous waste must not be mixed or diluted	Hazardous waste must be sorted and must not be mixed or diluted. Packaging must be handled in the same way as hazardous waste if it facilitates practical handling
SFS 2020:614	Waste Ordinance	Waste - Traceability of hazardous waste	Anyone who produces hazardous waste in or in connection with a professional activity must, for each type of hazardous waste, record information about where the waste was produced, date of removal, method of transport, who shall transport the waste, the weight of the waste in kilograms, and the recipient and the place where the waste is to be handled in a different way than by the recipient transporting or reloading it. The information must be recorded before the transport begins	Before hazardous waste is transported away, notes must be taken and the information must be reported to the waste register at the Environmental Protection Agency.
SFS 2020:614	Waste Ordinance	Waste - Transport document	When hazardous waste is transported within Sweden, it must be accompanied by a transport document. The transport document must contain information on the type of waste, the weight of the waste in kilograms, the date of transport, from which original location and to which final location the waste is transported, carrier, and sender and final recipient, if any. The transport document must be signed by the person transporting the waste.	Transport of hazardous waste must be accompanied by a transport document. The business that will transport a hazardous waste (the transporter) and the business that leaves the waste (the sender) have a joint responsibility for a transport document being drawn up and that the information in the transport document is correct
SÅIFS 2000:2	Handling of flammable liquids	Flammable goods - Risk investigation	Anyone who professionally handles flammable liquids must accordingly ensure that there is a satisfactory risk investigation. This must show that the flammable liquids can be handled in a reassuring manner. The risk investigation must be carried out together with the staff concerned and kept available to the staff and the supervisory authorities	
NFS 2004:15	Noise from construction sites	Noise - Basic knowledge	The business operator for a construction site should use noise calculations or noise measurements as well as environmental mapping to produce data for assessing the impact of disturbance on the environment. Noise calculations and noise measurements should be carried out by a person who has the necessary knowledge of calculation or measurement methodology	The business must assess the disturbance impact on the surroundings and produce evidence for assessment. Noise measurements must be carried out by an acoustician. Continuous noise measurements (in-situ (sound meter))
NFS 2004:15	Noise from construction sites	Noise - Protective measures and precautions	The risk of exceeding specified guideline values for noise should be considered as a reason to assume that an activity or measure may cause damage or inconvenience to human health or the environment. Measures on work machines/equipment as well as work design should be considered. Information to the surrounding residents should always take place if the work is expected to produce higher noise levels than: Weekdays 07-19: 60 dBA, Weekdays 19-22: 50 dBA, Weekend 7-19: 50 dBA, Weekend 19-22: 45 dBA, All nights 22 -7: 45 dBA 70 dBA. This applies outdoors at residential facades.	Measures for noise should be considered both on work machines/tools and work design. If noise limits are expected to be exceeded, nearby residents should be informed.
NFS 2004:15	Noise from construction sites	Noise - Time Limits	Construction activities should be planned in such a way that noise disturbance to the surroundings is limited by moving the activity as far as possible to less sensitive times. Since activities during the evening, Saturdays, Sundays and holidays cause greater disturbance in areas with residents, in addition to a lower target value being applied during these times, an appropriate limitation of the hours of operation should also apply.	Working hours should, as far as possible, be placed at times less sensitive to disturbances, on weekdays and not evenings and weekends.
SFS 1998:901	Business operators' self-control	Self-control - Controls	The operator must have routines to continuously check that equipment etc. for operation and control are kept in good condition, to prevent inconveniences to human health and the environment. What is prescribed in the first paragraph must be documented	Continuous checks of equipment must be carried out, to prevent inconvenience to human health and the environment, and this must be documented
SFS 1998:901	Ordinance on business operators' self-control	Self-control - Environmental incidents	If an operational disruption or similar event occurs in the business that could lead to inconvenience for human health or the environment, the operator must immediately notify the supervisory authority of this.	Reporting and measures in the event of an environmental incident must be documented. A communication plan linked to environmental incidents must also be in place.
SFS 1998:901	Ordinance on business operators' self-control	Self-control - Environmental risk assessment	The operator must continuously and systematically investigate and assess the risks of the operation from a health and environmental point of view. The results of investigations and assessments must be documented	Environmental risks must be continuously and systematically assessed and documented.
SFS 1998:901	Ordinance on business operators' self-control	Self-control - Organizational environmental responsibility	For each activity there must be a determined and documented distribution of the organizational responsibility for the issues that apply to the activity according to 1. the environmental code, 2. regulations issued with the support of the environmental code, and 3. judgments and decisions concerning the operation and control of the activity announced with support of the constitutions referred to in 1 and 2	Areas of responsibility for sustainability and environmental work must be established and documented.
SFS 1998:808	Environmental Code ch. 2 General rules of consideration	Consideration - The precautionary principle	Everyone who conducts or intends to conduct an activity or take an action must carry out the protective measures, observe the restrictions and take the precautionary measures in general that are necessary to prevent, prevent or counter that the activity or the action causes damage or inconvenience to human health or the environment. For the same purpose, the best possible technology must be used in professional activities. These precautionary measures must be taken as soon as there is reason to assume that an activity or action may cause damage or inconvenience to human health or the environment.	Precautionary measures must be taken and protective measures must be carried out to prevent, prevent or counteract the activities or measures causing damage or inconvenience to human health or the environment.
SFS 1998:808	Environmental Code ch. 2 General rules of consideration	Consideration - The housekeeping principle	Everyone who runs a business or takes an action must economize on raw materials and energy and use the opportunities to 1. reduce the amount of waste, 2. reduce the amount of harmful substances in materials and products, 3. reduce the negative effects of waste, and 4. recycle waste. In the first instance, renewable energy sources must be used	Raw materials and energy must be conserved, and the possibilities for reducing the amount of waste and harmful substances in materials and products must be reviewed
SFS 1998:808	Environmental Code ch. 2 General rules of consideration	Consideration - The knowledge requirement	Everyone who conducts or intends to conduct an activity or take an action must acquire the knowledge needed with regard to the nature and extent of the activity or action in order to protect human health and the environment against damage or inconvenience	Sufficient knowledge must be available to run the business and perform work without causing inconvenience or risk of harming people's health or the environment

SFS 1998:808	Environmental Code ch. 2 General rules of consideration	Consideration - The product selection principle	Anyone who conducts or intends to conduct an activity or take an action must avoid using or selling such chemical products or biotechnological organisms that may pose risks to human health or the environment, if they can be replaced by such products or organisms that can be assumed to be less dangerous. Corresponding requirements apply to goods that contain or have been treated with a chemical product or biotechnological organism.	Products with the least environmental impact or health risks must always be chosen. Chemicals must be reviewed and replaced with less dangerous ones if possible.
SFS1988:950	Cultural Environment Act	Consideration - Antiquities	Whoever intends to erect a building should find out in good time by obtaining information from the county administrative board whether any ancient remains may be affected and, if so, consult with the county administrative board as soon as possible. If an ancient relic is found during digging or other work, the work must be stopped immediately to the extent that the ancient relic is affected. The person leading the work must immediately notify the county administrative board. It is forbidden to disturb, remove, excavate, cover over or through building, planting or otherwise alter or damage an ancient remains without permission	If ancient remains are found during digging or other work, the work must be stopped in the area affected by the ancient remains and a report must be made. If relics need to be changed or damaged, a permit is required.
(EC) No 1272/2008	CLP - Classification, labeling and packaging of substances and mixtures	Chemicals - Packaging	Packaging containing dangerous substances or mixtures must meet the following requirements: a) The packaging must be designed and constructed so that the contents cannot leak out. b) The material in the packaging and the closure must not be able to be damaged by the contents or be such that it easily forms dangerous compounds with it. c) The packaging and closures must in all parts be so strong and stable that they cannot come loose and can safely withstand normal stress during handling. (d) Packages fitted with a resealable closure must be designed so that they can be resealed repeatedly without leakage.	Chemicals must be packaged so that they cannot leak or break during handling.
KIFS 2017:7	Chemical products and biotechnological organisms	Chemicals - Storage	Chemical products hazardous to health or the environment must be stored in such a way that health and environmental risks are prevented. Chemical products that are subject to permit requirements according to the provisions of §§ 7–14 of the regulation (2008:245) must be stored in such a way that unauthorized persons cannot access them.	Chemical sources of risk should be stored in storage areas intended for the purpose, which are arranged so that spills cannot be spread in a dangerous way. Embankment is needed for flammable, reactive and corrosive chemical products. An alarm connected to a sensor at the bottom of the embankment can warn of leakage
SFS 2010:1011	Flammable and explosive goods - Law	Chemicals - Handling of flammable goods	Whoever handles flammable or explosive goods must take the measures and precautions necessary to prevent, prevent and limit accidents and damage to life, health, the environment or property that may arise through fire or explosion caused by the goods and to prevent unauthorized procedures with the goods. Anyone who handles flammable goods professionally or in large quantities must have a permit to do so. Questions about permission to handle flammable goods in other cases must be examined by the municipality where the handling is to be carried out. Anyone who conducts activities subject to a permit in accordance with this law must: * Ensure that there is an investigation into the risks of accidents and damage to life, health, the environment or property that may arise through fire or explosion caused by flammable or explosive goods, as well as the consequences of such events. * Have the competence or access to the competence needed with regard to the scope of the business and the characteristics of the goods. * Appoint one or more managers for the business, with the task of working to ensure that the business is conducted in accordance with the diligence requirements and with observance of the other obligations that follow from the law or regulations in connection with the law. A permit holder must ensure that a manager is given the powers and opportunities otherwise needed to be able to fulfill his duties. Managers of flammable goods must be notified to the supervisory authority	When handling flammable or explosive goods, the necessary measures and precautions must be taken to prevent, prevent and limit accidents and damage to life, health, the environment or property that may arise through fire or explosion caused by the goods and to prevent unauthorized procedure with the goods. The practitioner must have the competence or access to the competence needed with regard to the scope of the business and the properties of the flammable goods.
(EC) No 1272/2008	CLP - Classification, labeling and packaging of substances and mixtures	Chemicals - Labelling	Substances or mixtures classified as dangerous and enclosed in a package must be labeled with the following information: a) Name, address and telephone number of supplier(s). b) Nominal quantity of a substance or mixture in such packages supplied to the public unless this quantity is indicated elsewhere on the package. c) Product names according to Article 18. d) Hazard pictograms according to Article 19 where applicable. e) Signal words according to Article 20 where applicable. f) Hazard statements according to Article 21 where applicable. g) Appropriate safeguards in accordance with Article 22 where applicable. (h) a field for additional information under Article 25 where applicable. The labeling must be written in the official language(s) of the Member State(s) where the substance or mixture is placed on the market. Suppliers may use additional languages on the label provided that the same information appears in all languages used	
SFS 1998:901	Business operators' self-control	Chemicals - Risk assessment	The business operator must list the chemical products and biotechnological organisms that are handled within the business and that may pose risks from a health or environmental point of view. The list must contain the following information about the products or organisms: 1. The name of the product or organism, 2. scope and use of the product or organism, 3. information about the health and environmental hazards of the product or organism, and 4. the classification of the product or organism with regard to health - or environmental hazard	There must be a list of the chemicals that are handled at the construction site and there must be documented risk assessments for the handling of the chemicals that pose risks from a health or environmental point of view.
MSBFS 2013:3	Flammable gases and liquids, permit for handling	Chemicals - Permit for flammable goods	Gas oils, diesel and light heating oils with a flash point of 55 °C or higher are covered by the same exemptions as flammable liquids with a flash point above 60 °C in these regulations. The handling of flammable gases and liquids outdoors or in an open building in professional non-public activities is exempt from the permit requirement for handling that does not exceed 50,000 liters of flammable liquids with a flash point higher than 60 °C. Exemptions also apply to flammable gases and liquids in containers with a volume of no more than 50 ml, as well as gases classified as flammable gases category 2 according to the CLP regulation's Annex VI.	Refueling vehicles from the tank with diesel amounts to 20,000L - 30,000L and ends up in the exception for the permit obligation which is 50,000L for professional activities, not public and outdoors or in an open building. The mobile diesel-powered construction lights to be used where the temporary construction site does not reach hold 100L of diesel each and it is estimated that a total of 4 will be needed. When it comes time to put a roof on the building, it will be necessary to use flammable gas, which may require a permit. Existing permits for flammable goods must be updated so that the entire property is covered, all amounts of flammable goods must be included in the risk assessment and application.
SFS 2003:778	Protection against accidents - Law	Accidents - Liabilities	Anyone who discovers or otherwise becomes aware of a fire or an accident that poses a danger to someone's life or a serious risk to someone's health or to the environment must, if possible, warn those in danger and, if necessary, call for help. The same applies to anyone who becomes aware that there is an imminent danger of a fire or such an accident. Owners or right-of-use holders of buildings or other facilities shall, to a reasonable extent, keep equipment for extinguishing fires and for saving lives in the event of a fire or other accident and otherwise take the measures necessary to prevent fire and to prevent or limit damage as a result of fire	In the event of an accident, there is an obligation to warn and call for help. Furthermore, there must be equipment for extinguishing and life saving. Adequate measures must be taken to prevent fire and prevent or limit damage.
SFS 2006:412	Public Water Services Act	Water - Drainage	property owner may not use a public utility facility in a way that means 1. that liquids, substances or objects are added to the sewer that may have a harmful effect on the wiring network or the facility's function or otherwise cause damage or inconvenience, 2. that the principal finds it difficult to fulfill the requirements placed on the va facility and its operation or to otherwise fulfill their obligations according to law, other constitution or agreement, or 3. other inconveniences for the principal or someone else. The municipality may issue further regulations on the use of public transport facilities.	Connection to the municipal VA network must be reported. This also applies if you build new, rebuild or add to where the VA connection is affected. The water meter must be placed accessible for reading, frost-free and before all possible tap points. The location of the water meter must be indicated on the VA drawing.
ABVA Staffanstorps Municipality	Additional provisions	Water - Drainage	Parameters that can affect the wiring network. The values should not be exceeded even for a short time. pH min 6.5 max 10.01 (risk of corrosion and corrosion damage), Conductivity 500 mS/m (risk of corrosion on steel), Suspended material 40 mg/l (risk of clogging), Grease, separable 100 mg/l (risk of clogging), Total ammonium-nitrogen NH3-N, NH4+-N 60 mg/l (risk of corrosion on concrete), Magnesium Mg2+ 300 mg/l (risk of corrosion on concrete), Total sulfate SO42-, SO32-, S2O32- 400 mg/l (risk of corrosion on concrete), Chloride 2500 mg/l (risk of material damage), Sulfide S2- 1mg/l (risk of corrosion on concrete). In table 7 (Preventive measures for activities that affect stormwater) it appears for parking lots that stormwater from large areas must be connected to sludge and oil separators and in table 6 it appears that it must be dimensioned according to European standards: SSEN858-1 and 858-2 and any special protective regulations. Connection to stormwater pipe with bypass function, alternatively another purification method can be used after contacting Staffanstorps Municipality	As preventive measures, it appears for parking lots that stormwater from large areas must be connected to sludge and oil separators dimensioned according to European standards: SSEN858-1 and 858-2 and any special protective regulations.

SFS 1998:808	Chapter 11 of the Environmental Code. Water business	Water - Soil drainage	<p>Land drainage: an action carried out to dewater land, when it is not a question of diverting waste water, or carried out to lower or drain a body of water or to protect against water, when the purpose of the action is to permanently increase the suitability of a property for any particular purpose</p> <p>Soil drainage may not be carried out without a permit. Furthermore, permission is required, to the extent the government prescribes it, for other measures carried out to dewater land in cases where the measure can be expected to have a lasting negative effect on plant and animal life. A permit according to this code or notification according to section 9 a is not needed, if it is clear that neither public nor individual interests are harmed by the impact of water activities on water conditions</p>	
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Likelihood of Impact	Severity of Impact
1. Improbable	1. No impact
2. Unlikely	2. Minor impact
3. Likely	3. Moderate impact
4. Certain	4. Serious impact

The two figures are then multiplied to give significance rating.

Likelihood x Severity = Significance

2 x 2 = 4

Prioritisation

Significance	Priority
1-3	Low
4-6	Medium
8-16	High