

o r d n u n g

ENVIRONMENTAL, SOCIAL & GOVERNANCE POLICY



ordnung is committed to offering high quality office facilities in a responsible and sustainable manner. We recognize the importance of Environmental, Social, and Governance (ESG) principles in creating long-term value for our stakeholders, including employees, customers, users, our local communities, and society.

Environmental Responsibility

ordnung will minimize any negative impact on the environment and climate and promote sustainable development.

- We will minimize energy consumption and climate impact in the buildings in which we operate in cooperation with our landlords and users.
- We will minimize waste, conserve resources, and promote sustainable consumption.
- We will actively cooperate with suppliers in finding sustainable/circular solutions such as long-lasting products, upcycled or recycled materials, eco-labelled consumables and furniture, and sustainability certified buildings.
- We will continuously replace our fleet of company cars with electric/hybrid vehicles, install electric charging stations at our locations, and encourage our employees to use our bicycles/electrical bicycles.
- By investing in forests and afforestation or taking other actions to store/capture CO₂, the CO₂ emissions that remain after our climate initiatives will be neutralized from 2028 and onwards.

Social Responsibility

ordnung will respect and uphold human rights, treat all individuals with dignity and respect and promote diversity, inclusion and a healthy working environment.

- We will promote the overall well-being of our employees, as we recognize that good health and job satisfaction of our employees are essential to their dedication and motivation. We believe that work should not only provide financial stability, but also a sense of purpose, fulfillment of ambitions, and personal growth.
- We will provide a safe and healthy working environment for all employees, users and visitors by minimizing hazards and/or sickness. We will offer safety training and awareness programs such as First Aid training to relevant personnel and regularly review occupational health and safety issues.
- We will foster a diverse and inclusive workplace, where all employees are respected, valued and given equal opportunities. We believe that diversity in our workforce is a source of strength and a driver of innovation and development. This includes differences in age, gender, gender identity, ethnicity, disability, and background.
- We acknowledge our role in our local and regional communities as a vital hub for shared office facilities, and we will engage with charities and support the communities in which we operate.

Governance

ordnung is committed to conduct business with the highest ethical standards, integrity and transparency.

- We will give our customers a transparent and honest pricing experience and have a zero-tolerance approach toward bribery, corruption, and any other unethical business practices.
- We will integrate ESG considerations into our strategic planning and decision-making processes to create long-term sustainable value for all stakeholders. We will regularly identify ESG risks and opportunities and subsequently review and update our ESG practices and policy to ensure that they are relevant and effective.
- We will actively engage with our stakeholders, including customers, users, employees, and communities, to understand their ESG concerns and expectations.

ordnung believes that by adhering to this ESG Policy, we can create value for all our stakeholders. It will be implemented by guidelines, objectives and targets and where relevant supported by measurements or other evidence. We will provide clear and transparent annual reporting on our ESG performance and initiatives.