

Unibep Group ESG Strategy 2023–2025

- › Caring for the environment
- › With people in mind
- › For the benefit of the organisation and its stakeholders



UNIBEP GROUP ESG STRATEGY OBJECTIVES

1. Reducing environmental impacts throughout the value chain, minimising environmental risks and promoting sustainable operations

2. Ensuring safe and satisfactory working conditions

4. Promoting universal human rights among stakeholders

3. Building relationships and developing an organisational culture that embraces sustainability

5. Ethics in action

A FEW WORDS FROM THE PRESIDENT

For years, the Unibep Group has operated with environmental, social and corporate governance issues in mind. However, we need to take the next step as an organisation – we want to prove that we can conduct our business activities in a sustainable manner. This is what all of Unibep Group's stakeholders expect of us: customers, financial institutions, investors, state and local government authorities and non-governmental organisations, but also local communities and our employees.

Therefore, in 2022, a team of specialists from the group developed an ESG Strategy – a document that was approved by the company's management and the Unibep Supervisory Board. It guides whole company on how we will achieve our goals and our development in three areas: environment, society and corporate governance. We are convinced that the adopted strategy will allow us to act in a more sustainable way and contribute to creating a better world for future generations.



**Dariusz
Blocher**

President of the Management Board of Unibep SA

ESG AMBASSADORS

Companies that invest in sustainability not only perform better financially, but also attract more engaged employees and customers. It is therefore crucial for us to communicate openly with our stakeholders about the real ESG activities undertaken by our organisation. To this end, Unibep Group has appointed **ESG Ambassadors** whose task is to:

- support the development and implementation of Unibep Group's sustainable development strategy;
- support ESG-oriented investments and initiatives, inside and outside the organisation;
- reinforce the image of the brand as both socially and environmentally responsible;
- improve the internal organisational culture;
- raise employees' awareness of the concept of sustainable development and consistently involve them in the implementation of the ESG strategy;
- promote the idea of sustainable development to Unibep Group stakeholders and provide information on the activities carried out by Unibep Group to achieve its ESG goals.



**Magda
Kretowicz**

Environmental Area



**Aneta
Andruszkiewicz**

Social Area



**Natalia
Michaluk**

Corporate Governance Area

» Strategic objectives

LIMITATION OF ENVIRONMENTAL IMPACT

MINIMISING ENVIRONMENTAL RISKS

PROMOTION OF SUSTAINABLE ACTIONS

» Commitments

1. Reduction of greenhouse gas emissions in the Unibep CG value chain

3. Care for water, air and soil quality and biodiversity at all operational stages

2. Moving towards a circular economy

4. Providing environmentally sustainable solutions



Compliance with UN goals:

6 CLEAN WATER AND SANITATION



7 AFFORDABLE AND CLEAN ENERGY



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



15 LIFE ON LAND



As one of the largest construction companies in Poland, we are aware of our impact on the environment and want to respond appropriately to the challenges of climate change and sustainable development. We place great emphasis on improving the efficiency of our raw material and waste management, we are intensifying our biodiversity conservation activities, and we are taking care of the climate by reducing greenhouse gas emissions. We know that our decisions and actions determine what reality the next generation will find.



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Magda Kretowicz

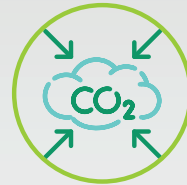
Head of Unibep Environmental Office,
Environmental Area Leader at Unibep Group

» Our ambitions



Reduction of greenhouse gas emissions (scope 1 and 2)

reduction of emissions by at least 38%
in 2030 vs 2021



Reducing emissions in the value chain (scope 1, 2 and 3) and achieving net zero emissions

net zero by 2050



Taking into account own higher environmental standards at the planning stage and during the performance of activities

zero environmental **accidents**



Reducing resource waste and minimising the amount of construction waste generated, including increasing the recycling rate of waste that can be separated in a technically sound manner

reduction in the rate of generated waste sent to landfill y/y;
reduction in water consumption rate y/y



Consistent promotion of wood-based modular construction

100% implementation
of the marketing plan



Development of the energy and industrial construction segments

increase in revenue
from segment operations (y/y)



Environmental certification of significant development projects

100% of significant
development **projects**



› Strategic objectives

ENSURING SAFE AND SATISFACTORY WORKING CONDITIONS

BUILDING RELATIONSHIPS AND DEVELOPING AN ORGANISATIONAL CULTURE THAT EMBRACES SUSTAINABILITY

› Commitments

1. Safe workplace

2. Friendly workplace

3. Open communication
with stakeholders

4. Support for local
communities

5. Promoting the idea of
sustainable development
among Unibep Group
stakeholders



Compliance
with UN goals:

8 DECENT WORK AND
ECONOMIC GROWTH



3 GOOD HEALTH
AND WELL-BEING



11 SUSTAINABLE CITIES
AND COMMUNITIES



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Aneta Andruszkiewicz

Human Resources Director,
Social Area Leader at Unibep Group



Employees, customers and the local community are the foundations for the operation and success of our organisation. Employees are provided with appropriate and equal working conditions, training and development, which contribute to their motivation and commitment to work. Given the nature of our industry, ensuring safe working conditions remains a priority for us. In addition, we seek open dialogue with local communities and support talented people by promoting activism and entrepreneurship. We build lasting relationships with our customers by taking into account their needs and expectations. We know that promoting sustainability today can be a decisive factor in our company's future success.

» Our ambitions



Striving to eliminate accidents

zero accidents



Taking care of employee health

zero occupational diseases



Development of employee skills

85% of the training plan



Ensuring satisfactory working conditions

increasing or maintaining employee engagement and satisfaction rates y/y



Active communication with local communities to reduce the negative impact of ongoing projects on neighbouring residents

20% of contracts in 2025



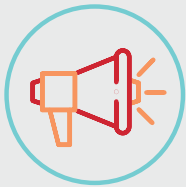
Execution of sponsorship policy

increase in funds transferred y/y (% of revenue)



Transparent information policy

publication of the strategy and informing stakeholders of its level of implementation



Creating communication campaigns concerning the ESG concept

6 communication campaigns per year



Culture building and implementation of ESG training

100% of the training plan



› Strategic objectives

PROMOTION OF UNIVERSAL HUMAN RIGHTS AMONG STAKEHOLDERS

ETHICS IN ACTION

› Commitments

1. Action to promote diversity

2. Developing a responsible supply chain

3. Prevention of corruption and unethical activities

4. Counteracting all forms of discrimination and bullying

5. Respect for privacy and confidentiality of information



We act with respect for human rights and public freedoms. We create a working environment that is free of any form of discrimination and violence, promoting the principles of equal and fair treatment. Regardless of where we do business, we act ethically and legally. We demand the same attitude from our partners throughout the supply chain. There is no place for corruption in our business. We know how important the information we provide is to our stakeholders, which is why we strive to keep it secure.



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Natalia Michaluk

Deputy Director of the Unibep Legal Team,
Corporate Governance Area Leader
at Unibep Group

Compliance
with UN goals:



» Our ambitions



Increase in the number of women in management positions

y/y



Reducing the gender pay gap

no more than 5%



Popularising the reporting channel

100% of reports examined



Improving the system for ensuring information security

Information security system certification in 2025



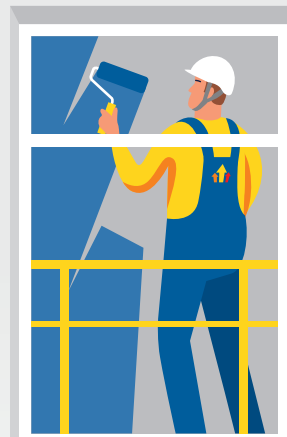
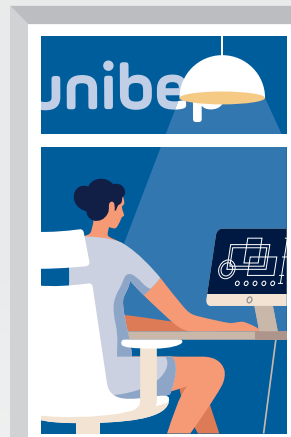
Prevention of conflicts of interest

no conflicts



Promoting lawful, ethical, responsible and sustainable behaviour

100% implementation of actions



2025 FORECAST

Objectives / Commitments / Ambitions

Actions

2023 2024 2025

1. Reducing environmental impacts throughout the value chain, minimising environmental risks and promoting activities that provide opportunities for sustainable operations

1.1 Reduction of greenhouse gas emissions in the Unibep CG value chain

1.1.1 Reduction of greenhouse gas emissions (scope 1 and 2)

Identifying technical opportunities for the transition to low-carbon energy sources

● ○ ○

Systematically increasing the share of renewable energy in the total energy consumed

○ ● ●

Defining low and zero carbon mobility concepts

● ○ ○

Implementing low and zero carbon mobility concepts

○ ● ●

Analysing potential ways to improve energy efficiency and reduce energy consumption, and defining measures

● ○ ○

Improving energy efficiency and systematically reducing energy consumption

○ ● ●

1.1.2 Reduction of emissions in the value chain (scopes 1 to 3) and achievement of net zero emissions by 2050 at the latest.

Development of a scope 3 emissions accounting system, and defining baseline information for emissions across the value chain

● ● ●

Identification of actions and milestones for reducing scope 3 greenhouse gas emissions

○ ● ●

1.2 Care for water, air and soil quality and biodiversity at all operational stages

1.2.1 Taking into account own higher environmental standards at the planning stage and during the performance of activities

Development of a catalogue of environmental mitigation solutions applicable to building design

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Implementation of projects in accordance with established environmental protection standards

● ● ●

Development of tools for preventing environmental accidents and reporting environmental incidents

○ ● ●



Objectives / Commitments / Ambitions	Actions	2023	2024	2025
1.3 Moving towards a circular economy				
1.3.1 Reducing resource waste and minimising the amount of construction waste generated, including increasing the recycling rate of waste that can be separated in a technically sound manner	Taking technical and organisational measures to gradually reduce water consumption from office and building activities	●	●	●
	Seeking solutions to increase the use of recycled materials in operations	●	●	●
	Improving the efficiency of separate waste management	●	●	●
	Efficient management of modular production by-products	●	●	●
1.4 Providing environmentally sustainable solutions				
1.4.1 Consistent promotion of wood-based modular construction	Development and implementation of a marketing plan	●	●	●
1.4.2 Development of the energy and industrial construction segments	Supporting customers in the transition to low-carbon energy sources	●	●	●
1.4.3 Environmental certification of significant development projects	Introduction of projects to the market that are healthy and convenient for users, while at the same time limiting the negative impact on the environment	●	●	●

2. Ensuring safe and satisfactory working conditions

2.1 Safe workplace

2.1.1 Striving to eliminate accidents	Improving digital monitoring management in the area of OHS	●	●	●
	Implementation of thematic training to improve the OHS culture based on the results of monitoring and accident incidents	●	●	●
	Building high OHS standards within the framework of the Agreement for Construction Safety	●	●	●
	Building a culture of safety by involving senior management in a range of knowledge sharing activities, established via targeted actions and monitoring thereof	●	●	●
2.1.2 Taking care of employee health	Promoting health-oriented initiatives	●	●	●



Objectives / Commitments / Ambitions	Actions	2023	2024	2025
2.2 Friendly workplace				
2.2.1 Development of employee skills	Training plan fulfilment	●	●	●
2.2.2 Ensuring satisfactory working conditions	Staff development and mentoring programmes	●	●	●
	Monitoring the level of salaries in the market and responding to changes accordingly	●	●	●
	Interim evaluation programme	○	●	○
	Review of the health benefits policy	●	●	○
3. Building relationships and developing an organisational culture that embraces the concept of SD				
3.1 Open communication with stakeholders				
3.1.1 Transparent information policy	Promotion of ESG strategies	●	○	○
	Disclosure of ESG information according to best practice	●	●	●
3.2 Support for local communities				
3.2.1 Execution of sponsorship policy	Development and implementation of the sponsorship policy	●	○	○
	Implementation of actions aimed at implementing the sponsorship policy	○	●	●
	Promoting entrepreneurial and proactive attitudes, educating, developing and supporting people with a penchant for business and other talented individuals	●	●	●
3.2.2 Active communication with local communities to reduce the negative impact of ongoing projects on neighbouring residents	Implementation of a community information system, including dialogue with neighbours concerning ongoing projects	●	●	●
3.3 Promotion of the concept of SD to UCG stakeholders				
3.3.1 Creating communication campaigns concerning the ESG concept	Planning the theme and schedule of communication campaigns conducted inside and outside the organisation and their implementation	●	●	●
3.3.2 Culture building and implementation of ESG training	Development of a training plan and its implementation by year	●	●	●

Objectives / Commitments / Ambitions

Actions

2023 2024 2025

4. Promotion of universal human rights among stakeholders

4.1 Action to promote diversity

4.1.1 Increase in the number of women in management positions

Development of a diversity policy, and implementation and monitoring thereof

● ● ●

4.2 Counteracting all forms of discrimination and bullying

4.2.1 Reducing the gender pay gap

Development of a remuneration policy, and implementation and monitoring thereof

● ● ●

4.2.2 Popularising the reporting channel

Development of an anti-bullying and anti-discrimination policy, and implementation and monitoring thereof

● ● ●

Maintaining the whistle-blowing channel and handling all reports in accordance with current procedures

● ● ●

5. Ethics in action

5.1 Developing a responsible supply chain

5.1.1 Promoting lawful, ethical, responsible and sustainable behaviour

Inclusion of ESG strategy in UNIBEP CG's Code of Conduct for Business Partners

● ○ ○

Improving the subcontractor/supplier pre-qualification and evaluation system

● ● ●

5.2 Prevention of corruption and unethical activities

5.2.1 Popularising the reporting channel

Maintaining the whistle-blowing channel and handling all reports in accordance with current procedures

● ● ●

5.2.2 Prevention of conflicts of interest

Develop a conflicts of interest management policy in a single document and implement and monitor its effectiveness

● ● ●

5.3 Respect for privacy and confidentiality of information

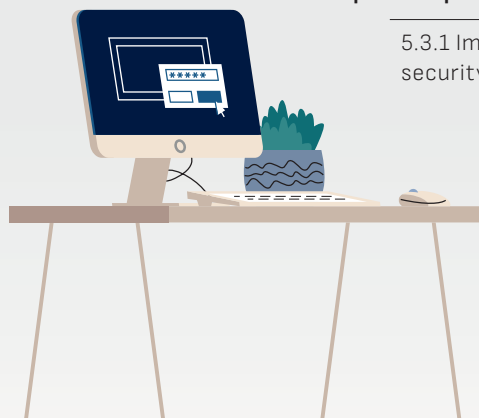
5.3.1 Improving the system for ensuring information security

Detailed analysis of risks and identification of information security gaps

● ○ ○

Completion and implementation of information security policies and procedures

○ ● ●



MISSION, VISION, STRATEGY

Our mission is to carry out construction projects in the domestic and international markets in accordance with the highest global quality standards, taking into account the principles of sustainable construction, and guided by the principles of professional ethics and attention to user comfort and satisfaction.

We are building a leading position in the field of construction based on the professionalism and passion with which we treat our work, the trust that we have in our employees, and the trust that our partners place in us. We believe that mutual respect facilitates cooperation whilst honest and reasonable conversation helps in every situation.

The Company hails from the Podlasie region, where European cultures intermingle and the East meets the West. Work is a passion here, and kindness towards others is an innate quality. The difficult history of the region has shaped us into honest and open, but also hard-working and enterprising people.

Modernity grows from the solid foundations of tradition and experience. We believe in the importance of the similarities that unite us, rather than the differences that divide us. Cooperation is the only way to success.

We are flexible and we dynamically respond to the customer's needs, but we remain aware of our value and skills.

We build our action strategy on values such as cooperation, respect, tolerance, expert skills and integrity.



UNIBEP GROUP SEGMENTS OF ACTIVITY

Residential and commercial construction

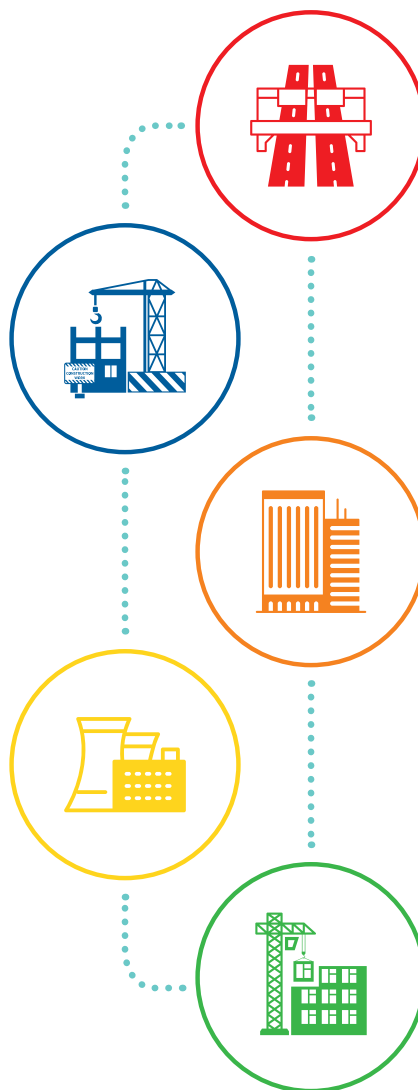
Unibep SA

The main pillar is residential construction. The company also carries out commercial construction projects (offices, hotels, shopping centres, etc.), and works on public buildings and military facilities. Operations are conducted in Poland and construction works were also carried out in eastern Europe as part of the industry branch

Energy and industrial construction

Unibep SA

The company constructs production and industrial facilities for the food, paper, pharmaceutical, chemical, petrochemical and energy industries, as well as ancillary facilities for industrial areas. The scope of services also includes the supply and installation of supporting technology and systems, as well as maintenance work. The company also specialises in turnkey projects.



Infrastructural construction

Unibep SA

The Infrastructure Branch deals with the comprehensive implementation of road works, including services related to the development of land and execution of engineering works. The department utilises cutting-edge technology, operates its own road and bridge works laboratory and possesses an extensive equipment and transport base. It operates mainly in north-eastern, eastern and central Poland.

Property development activity

Unidevelopment SA, special purpose vehicles

The company has been present on the market since 2008. It has completed more than 40 projects, in which it has delivered nearly 6,000 flats, with a total area of nearly 313,000 sqm, and nearly 160 commercial premises. It is well established in Warsaw, Poznań and Radom. In 2022, it started operations in Gdańsk.

Modular construction

Unihouse SA

Production of timber-frame modules for the construction and assembly of multi-family and public buildings in Norway, Sweden, Germany and Poland. The company is a pioneer on the Polish market in the production of modern timber-frame modular buildings.



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For more information on the implementation of Unibep Group's ESG strategic objectives,
please visit: unibep.pl/en/esg-en

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