

# Sustainability Report 2020

Projektengagemang Sweden AB

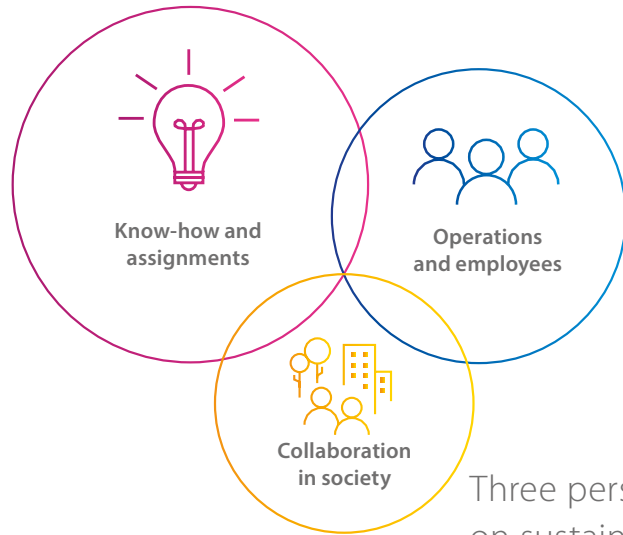


PE is one of Sweden's leading engineering and architecture consulting firms. As urban planners, we create innovative and sustainable solutions shaping the development of cities and communities. We are represented throughout Sweden and our annual revenue is in excess of SEK 1 billion. PE was founded in 2006 and is listed on Nasdaq Stockholm.

”

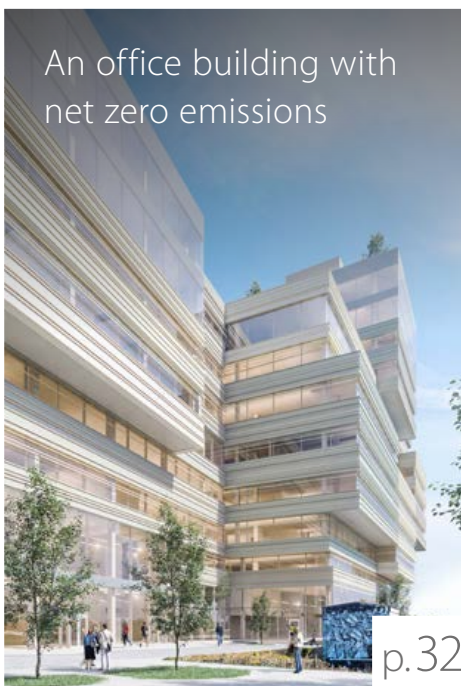
In our most important contribution to a more sustainable society, we engage with our clients in the more than 13,000 projects that we carry out annually.

p. 6



p. 12

Three perspectives on sustainability



An office building with net zero emissions

p. 32



“With its know-how, experience and methodology, PE has played a part in increasing understanding of and curiosity about sustainability in our organisation.”

p. 10



Our contribution to the global goals

p. 12

## Contents

This is PE	p. 4
Interview with the CEO	p. 6
PE's Sustainability Council	p. 7
Highlights of our sustainability work in 2020	p. 8
We work from three perspectives	p. 12
Know-how and assignments	p. 14
Governance of sustainability work	pp. 22–23
PE's contribution to the UN's Sustainable Development Goals	pp. 24–29
Priorities	pp. 30–31
Sustainability goals and outcomes	pp. 34–37
About this report	p. 38
GRI Index	pp. 39–41

# This is PE

---

Projektengagemang Sweden AB (publ) is one of Sweden's leading engineering and architecture consulting firms. Our operating activities are conducted by the company PE Teknik & Arkitektur AB. In partnership with our clients, we at PE produce sustainable and innovative solutions that take cities and communities forward.

## A clear vision from the start

PE is a leading consulting firm in sustainable development. Our vision has been clear from the start: to renew society through innovative and sustainable solutions. We aim to challenge and develop the industry with smart end-to-end solutions and services. What we do now must work now and for future generations.

## A proud history

PE was founded in 2006, but our history stretches back to the 1950s. Acquisitions have been crucial to our rapid growth and the companies that we have had the pleasure of welcoming to PE have been some of the most accomplished in our industry. Today, we are represented across the whole of Sweden, are experts in our local market and work close to our customers.

## Our business concept

By working in strong teams with our clients, we create value not just for ourselves but also for society at large. This is founded on an unshakeable belief in the personal drive and commitment of each and every employee. Together, we deliver advanced consulting services and solutions in architecture, construction, civil engineering and systems.

---

**Founded:** 2006

**Name of Group:** Projektengagemang Sweden AB (publ)

**Operating activities:** PE Teknik & Arkitektur AB

**President & CEO:** Helena Hed

**Number:** 964 employees at 24 locations

**Areas of expertise:** Architecture, Fire Safety, Risk & Protection, Civil Engineering Construction, Construction Environment, Electricity, Telecoms & Safety, Industry & Energy, Infrastructure, Project Management, Societal Development, HVAC and Sanitation Design.

”

Together with our customers, we are helping shape a society in which we ourselves want to live and grow.

Helena Hed, President and CEO

964

employees

24

locations

95%

think that their work  
is meaningful





4,076

clients

13,403

projects

88%

satisfied customers

# Interview with Helena Hed, CEO

---

On 1 December 2020, Helena Hed took over as President and CEO. With long experience of the engineering consulting sector and 15 years in senior roles, she knows how to create a stable, profitable and sustainable business.

**Helena, how would you summarise 2020, now that you've settled in at the Company?**

We've continued to create benefit to society, despite the unique conditions of the pandemic. To us, it's been a challenging year, yet also a learning experience. We've reorganised our business and, despite difficult conditions, succeeded in delivering in our client projects. We've also recorded considerably higher income than in previous years. I'm proud of what my colleagues have achieved together.

**How does it feel to have taken over as CEO, and what are your initial thoughts?**

It feels fantastic and I'm tremendously inspired. During my first few months at the Company I've got to know and been impressed by our colleagues, clients and partners. I've found a consulting firm with expert and committed employees and I can see great potential looking forward. We're playing a major part in the transition towards sustainability that's needed in society, and we have to go on doing so.

**PE's vision is to renew society with innovative and sustainable solutions; how did you succeed in that in 2020?**

At PE, we are firmly resolved to contribute to sustainable development. Our engineers, architects and specialists have a great opportunity to influence the shape of the communities and cities of tomorrow. With our 4,000 clients, we perform just over 13,000 projects annually, and it is through those projects that we make the biggest difference. We form strong teams with clients and partners and are together shaping a sustainable society in which we ourselves want to live and grow.

**Income improved greatly, how did that come about?**

Our targeted work with the focus on delivering high client value has meant that we have many loyal, returning clients and this has been a crucial factor in our improved income. One of our strengths is that we are always near our clients, we are big enough to take on the largest and most prestigious projects, while being close to the client in the local market. The long-term strategic initiatives conducted in late 2019 also contributed to improved profitability. In 2020, we made major strides towards our target level of margins and increased our EBITA profit to SEK 79 million from SEK -16 million. We also increased our EBITA margin to 6.7 percent from -1.2 percent last year.



**What needs for PE's services do you see in the market?**

The whole of society has been hit hard by the effects of the pandemic and our market is no exception. On the other hand, the underlying growth factors and trends remain, and some have even strengthened. In the long term, we operate in an extremely good market with stable demand. The megatrends such as urbanisation, globalisation and digitalisation will continue to drive societal development and that applies to the climate transition too. There is a considerable need for our expertise. Engineers, architects and specialists play an important part in the creation of a sustainable society. In the short term, conditions are more uncertain and the market we're serving in 2021 is still affected by the pandemic. Our assessment is that market conditions will slowly improve over the year, particularly in the second half.

**What will you be focusing on in 2021?**

We'll continue to focus on generating maximum client value, the best workplace and profitable growth. We're going to strengthen our corporate culture, in which teams close to clients build for our future success and responsive leadership, proactive employee-ship and a creative work environment attract and develop the best employees. To be able to best help our clients, we'll need to care about our own organisation and run it sustainably, with sound profitability and steady growth. That will also make it possible to invest in our own development and, in the long-term, create greater value for our clients and shareholders. To us, it's ultimately about realising our vision of contributing to positive societal development. I'm looking forward with excitement to leading that journey, and taking my colleagues with me.

# Sustainability is part of our vision

---

Our vision is for us to renew society through innovative and sustainable solutions. This means that our sustainability work is always in focus as we create value for our clients, and for society as a whole. Work at an overarching level is overseen by our Sustainability Council.

In our role as consultant and expert partner, our aim is to help our clients make the necessary changes to move towards a more sustainable, circular society. We start out from the UN's Sustainable Development Goals and Agenda 2030. Together, we design the sustainable properties, cities and communities of tomorrow.

In a company of our size, it is important to work in a structured way and systematically. Against that background, PE has had a Sustainability Council overseeing the Group's sustainability work since 2018, with ultimate responsibility resting with the President and CEO. It is important that the whole organisation is involved and that everyone recognises sustainability as a central element of their work. The role of the Council is to take overarching responsibility for all aspects of sustainability by prioritising and coordinating overall efforts, based on the materiality analysis.

”

In our most important contribution to a more sustainable society, we engage with our clients in the more than 13,000 projects that we carry out annually.

Helena Hed, President and CEO

## PE's Sustainability Council



**Amanda Tevell**  
Business Area Director  
Societal Development



**Helena Hed**  
President and CEO



**Sofia Wollmann**  
Quality and Environment Director

# Highlights of our sustainability work in 2020



## New initiative helping more people to build climate-smart

Climate smart building is both complex and challenging. To do it, you need the right know-how and climate-smart project planning characterised by cooperation and an ability of all specialists to see the whole picture. PE's new teams, which consist of architects, engineers and environmental experts, are there to help create a more sustainable construction process.

### PE's sustainability topics:

- 1 **Contribution to sustainability through our assignments**
- 2 Employee sustainability capabilities
- 3 Leading-edge sustainability offering



## More clearly defined sustainability offering

At PE, we have an expansive range of sustainability-based services and during the year the entire offering was brought together and defined more clearly. The aim is to make it simpler for customers to see our capacity and better understand the breadth of our expertise.

### PE's sustainability topics:

- 1 **Contribution to sustainability through our assignments**
- 3 Leading-edge sustainability offering



## Responsibility to make a difference – Samhällsbarometern 2020

As urban planners, our teams at PE create innovative and sustainable solutions shaping the development of cities and infrastructure. But what is a well-planned and sustainable city in fact? And what are the most important things to those who live there? To find out, we produce our report Samhällsbarometern (Society Barometer) for the fifth year in a row.

### PE's sustainability topics:

- 12 Social impact and analysis
- 13 Transparency and stakeholder engagement





## PE signs up to the UN Global Compact

Along with more than 9,500 other companies, PE has now signed up to the UN's Global Compact network. This requires PE to undertake to work to ensure a sustainable future. To us, the network is a way of developing transparency and participation in our sustainability journey as a company, and of creating the world that all of us want, in terms of human rights, working conditions and the environment.

### PE's sustainability topics:

- 4 **Quality**
- 7 **Equality**
- 8 **Business ethics**
- 11 **Responsible supply chain**



## PE moving in together in Gothenburg

In West Sweden, we have expanded in recent years through strategic acquisitions of FAST Engineering, Mats & Arne Arkitekturstudio and others. After the summer, seven Gothenburg offices will move into one, and 160 employees will share premises at Kämpgatan 3.

### PE's sustainability topics:

- 5 **Environment and carbon emissions**
- 6 **Employee wellbeing**



## Stronger as a team

In 2019, PE was consolidated within one company in order to work more efficiently, using the same processes and systems and to present a common brand to the market. To clarify what all our employees together bring, and where the Company is heading, PE launches its first Group-wide brand manual – Stronger as a team. The manual is based on extensive consultation on values with the involvement of employees throughout Sweden.

### PE's sustainability topics:

- 4 **Quality**
- 6 **Employee wellbeing**
- 7 **Equality**



## Win in the SGBC-awards

Winners named in Sweden's perhaps most prestigious competition in sustainable construction: Sweden Green Building Awards. Foajén in Malmö is named as BREEAM Building of the Year and Sergelhuset in Stockholm as LEED Building of the Year – two buildings that we worked on.

### PE's sustainability topics:

- 1 **Contribution to sustainability through our assignments**
- 3 **Leading-edge sustainability offering**

Picture: Felix Gerlach 2020/Jernhusen



# Sustainability integrated into business model

---

**Vossloh is one of the world's leading companies in rail switches and crossings and rail technology. To enable Vossloh to better contribute to a sustainable future and positive societal development, the company needed to take a strategic approach to its sustainability work. The aim of the project was to integrate sustainability in both strategy and business development by establishing clarity in how sustainability should be woven into the fabric of day-to-day work.**

As part of its work to strengthen Vossloh's business, PE was engaged to project manage, from start to finish, the task of integrating sustainability into the business model. A governance

model was developed and a materiality analysis conducted on the basis of a stakeholder dialogue and trend scouting. The project manager role included planning, coordination, development of analyses and data, implementation, documentation, compilation and ongoing advice. The various aspects were developed in close collaboration between and Vossloh. PE compiled insights and data that were developed through a number of workshops with the project's reference group, made up of the Nordic management team.



”

With its know-how, experience and methodology, PE has played a part in increasing understanding of and curiosity about sustainability in our organisation, both from an overall perspective and with regard to individual aspects.

Susanne Klyft, Head of Sustainability at Vossloh

**Project title:** Sustainability integrated into business model

**Client:** Vossloh Nordic Switch Systems

**Project timetable:** 2020

**Areas of expertise:** Business development, sustainability strategy and analysis

#### Primary Sustainable Development Goals:





# We work from three perspectives

---

We work with sustainability in three ways: through collaboration in society, in our business with our employees, and above all by contributing our know-how in our assignments.

At PE, we work to common, overarching sustainability goals. This is because we believe that we can achieve more if we all work towards the same goals. Working towards goals is part of the annual business planning process, and our overarching goals are based on various sustainability aspects, which in turn are grouped by three perspectives. These are Collaboration in Society, Know-How and Assignments and Business and Employees.

It is through collaboration with our clients that we are building the properties, cities and communities of tomorrow. This conviction is perhaps best described in our vision – to renew society through innovative and sustainable solutions. Sustainability is also part of the strategic platform for PE's Group strategy. This means that sustainability should be reflected in everything we do, both within the Company and externally.

## Scope and definition of sustainability

Our sustainability work is defined by 13 topics that together both encapsulate and specify the overall complexity of the issue. These topics are divided into three areas: Know-How and Assign-

ments, Business and Employees and Collaboration in Society. Environment, social conditions and personnel, human rights and anti-corruption are included in these various topics.

Sustainability management includes all 13 sustainability topics, including material sustainability topics. We define our sustainability aspects such that 1–4 comprise PE and our clients, 5–11 comprise PE internally and 12–13 comprise PE and our stakeholders.

”

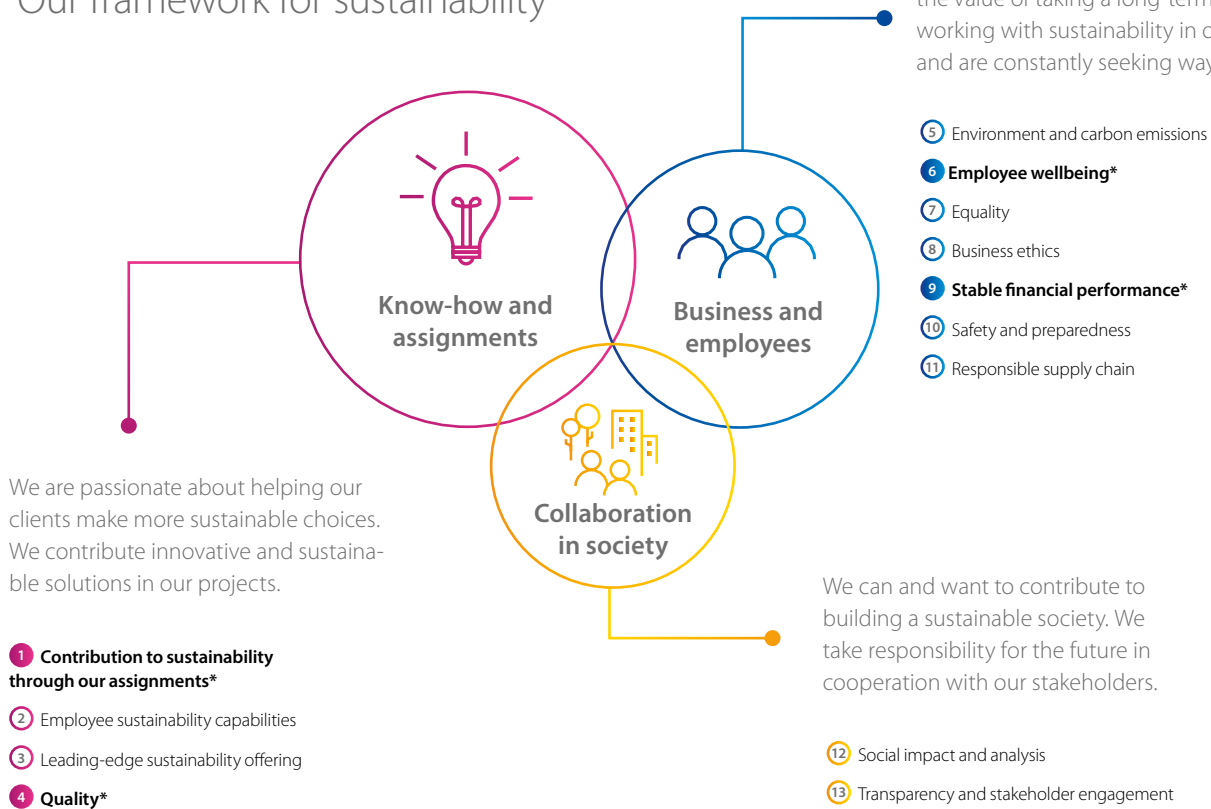
Together with our customers, we are helping shape a society in which we ourselves want to live and grow.

Helena Hed, President and CEO





## Our framework for sustainability



\*Material topics in the 2020 analysis.



# Know-how and assignments

Every year, we help more than 4,000 clients to make more sustainable choices in altogether 13,000 projects. It is through our client projects that we make the greatest difference and it is in them that we in part realise our vision of renewing our society via innovative and sustainable solutions.

## 1 Contribution to sustainability through our assignments

Material topic

The urban planning sector has a significant impact on the environmental, social and economic aspects of our society. For example, the construction and civil engineering sector accounts for around a fifth of all carbon dioxide emissions in Sweden. As consultant and knowledge partner in the early stages of projects, we therefore have a significant opportunity to contribute to sustainable societal development through our assignments.

Our aim is to actively support our clients in making positive progress on sustainability. We measure the outcome of our sustainability contribution against the UN's Global Goals, and this work forms a natural part of our business planning and budget process.

## 2 Employee sustainability capabilities

Our awareness and capabilities in the field of sustainability are key to our ability to contribute to a more sustainable society. This applies mainly to how our consultants use their sustainability capabilities day to day as architects, engineers and specialists.

We offer training to develop capabilities and our aim is for all PE employees to receive relevant training. This work is overseen by the Sustainability Council in cooperation with the PE School, our in-house employee development platform. During the year, we set up a digital sustainability forum in order to bring together expertise, discuss specific projects and share experiences. Also, with a view to obtaining a better understanding of each other's expertise, and through that better coordination, we arrange a number of experts' meetings. We aim to take a more systematic approach to learning within our assignment activities.



### 3 Leading-edge sustainability offering

PE has specialist expertise in strategic and practical aspects of sustainability, which we offer our clients at different phases of projects.



#### Societal analysis

Evaluation and analysis to demonstrate the benefit to society of planned and implemented sustainability measures.



#### Urban development

A broad sustainability perspective on planning, programmes, analysis and design via all stages of the design process.



#### Sustainable property

Strategic and operational services with the focus on properties and their immediate surroundings – from concept to follow-up.



#### Land, air and water

Expertise in the land environment, air and water, in order to protect the environment, biological diversity and human health.



#### Sustainable business development

Innovation and management of development projects to support the work of organisations in sustainability.

### 4 Quality

Material topic

For the services we sell and provide, we endeavour to ensure client satisfaction and, ideally, to exceed expectations. We take a systematic approach to making continuous improvements so that we are constantly developing. We do so through ongoing improvement and deviation management in our business processes and in the projects that we perform. During the year, we implemented our new digital ERP system. This has improved ease-of-use and controls information through a system of authorisations.

A risk audit is compiled each quarter for the Board and once a year management holds a review in which the Group management and our segments analyse the reliability of the ERP system. External and internal audits are planned in three-year cycles to ensure that all businesses and locations are covered in a reasonable manner. These plans are updated annually.

We are certified to, and base our management system, on the ISO 9001:2015 standard.



# Operations and employees

---

We understand the value of taking a long-term approach to working with sustainability in our organisation and are constantly seeking ways to improve. Our internal sustainability work supports the business strategy to have the best workplace and to underpin business optimisation and strengthen our corporate culture.

## 5 Environment and carbon emissions

---

Our environmental impact from business activities includes our carbon footprint and energy and resource consumption. Environmental management is based above all on our sustainability policy.

We have chosen to relate our environmental management measures to Sweden's environmental quality targets, in which we prioritise; a limited carbon footprint, a toxin-free environment, a good built environment and rich flora and fauna. We measure direct and indirect CO<sub>2</sub> emissions, Scopes 1 + 2, and greenhouse gas emissions intensity (see Sustainability Targets and Outcomes).

We are certified to, and base our environmental management system on, the ISO 14001:2015 standard.

During the year, we followed the recommendations and guidelines of the authorities regarding the Covid-19 pandemic. For example, we ensured that our employees were able to work remotely, adapted office environments, brought in more flexible working hours and provided the tools for home office working. We also digitalised a large volume of training materials that are used in the activities of PE School. The aim was to prevent any loss of opportunity for development by individual employees when physical meetings were cancelled.

## 7 Equality

---

We focus on gender equality and diversity, and aim to create equal opportunities for everyone. The work is described in our Code of Conduct and is governed by our gender equality and diversity policy and our policy against discriminatory treatment. The focus of our development work is mainly on gender equality. We measure this by means such as gender balance on the Board, in management and among other employees (see Sustainability Targets and Outcomes). As part of our work within business plans, each segment has established an action plan that includes activities to improve gender balance.

Equality-related measures are an important component of our work on corporate culture and involves every PE employee and manager. The work starts at Board level, where our diversity policy is applied, and extends to individual employees.

## 6 Employee wellbeing

---

Material topic

This topic relates to how we ensure a healthy work environment, health and professional development for our employees. This includes security, safety, professional development opportunities, benefits and work environment. It is overseen by line managers and the work is part of the employee process. As part of our ERP activities, each business area has established an action plan that includes activities to structurally reduce sickness absence.

Issues regarding social factors and personnel are managed via a personnel handbook, our work environment policy and our systematic fire safety work. We track the outcome by measuring sickness absence, occupational injuries and the number of cases of discrimination and action taken, as well as reporting the percentage of employees covered by collective agreements (see Sustainability Targets and Outcomes).

During 2020, we worked actively using the pulse-based tool that was implemented in 2019 and now monitor our personnel's commitment on a weekly basis. The tool is used by managers at all levels in order jointly with employees to reflect on issues concerning the workplace. The tool also enables employees to anonymously report any harassment and discriminatory treatment. The method provides a clearer overall picture of wellbeing in the Company and enables those in charge to quickly act on both positive and negative trends.

## 8 Business ethics

---

Our Code of Conduct sets out guidelines on how we should operate our business in an ethical and socially correct way. The Code has guidelines on; corporate culture, business ethics, principles and employee rights, ethics and morals, unauthorised influence, corruption, reporting of irregularities, health and safety, communication and privacy, gender equality, diversity and discrimination, as well as relationships in society. We measure communication on and training in our Code of Conduct (see Sustainability Targets and Outcomes).



We have an external whistle-blower function available, allowing employees to make an anonymous report if they suspect serious irregularities or anomalies in the company. The function is available to everyone and is described and linked on our intranet.

## 9 Stable finances

Material topic

Our financial stability and financial earnings create long-term value in the form of pay for our employees, returns for our shareholders, payments to our suppliers, tax for the government and interest to lenders. We report the precise distribution under economic value generated and distributed (see Sustainability Targets and Outcomes).

Our business area directors are responsible for the earnings in their particular business area and report directly to the CEO. Earnings performance is monitored on a monthly basis, under the supervision of the Chief Financial Officer. The President and

CEO and is ultimately responsible for ensuring we achieve the Group's overall financial targets: growth of 15 percent a year over a business cycle, and an EBITA margin of 8 percent over time.

During the year, we took up government support to enable us to retain, and pay salaries to, employees who, due to the pandemic, were not engaged in projects.

## 10 Safety, security and preparedness

How we work proactively with issues of safety and preparedness in our business, to ensure continuity. This includes data security-related measures. This work is supervised by our safety manager and each segment has a contingency plan in place. During the year, we reinforced and improved security in both the physical work environment at offices and in the digital work environment.

## 11 Responsible supply chain

We take responsibility for our supply chain, including through supplier reviews, responsible purchasing and life cycle-based monitoring. This is governed by our office policy, which manages the type of purchases we make, and in our Supplier Code of Conduct policy, for which we have the ambition of acceptance by all our critical suppliers. We monitor the percentage of suppliers that have received and accepted the policy (see Sustainability Targets and Outcomes).

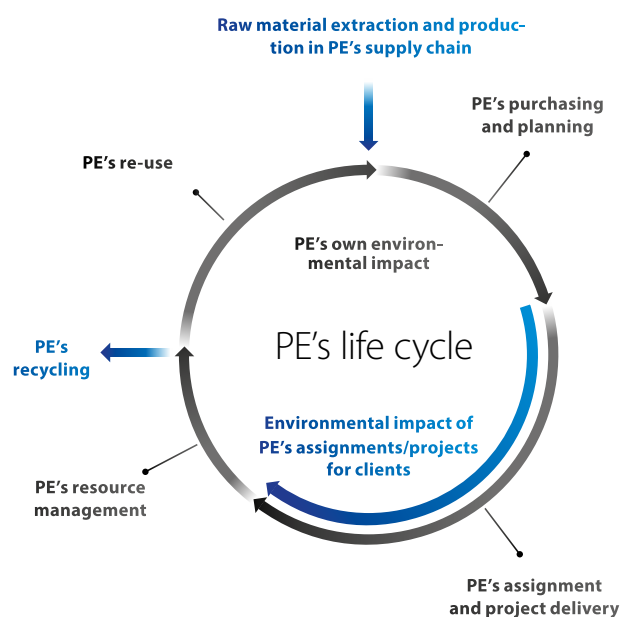
### PE's life cycle

PE's life cycle starts with our suppliers' production of the goods and services that we purchase. Suppliers in turn purchase raw materials for their production that have been extracted in various ways. On that basis, it is important for PE to review suppliers and ensure that they comply with our Supplier Code of Conduct, which specifies guidelines for environmental and health and safety considerations.

PE then manages purchasing, transportation and installation of goods and services. We can choose which goods and services we purchase, whether we want to purchase local products and how these should be installed and used. These choices are made in line with our office policy.

Next comes the usage phase, in which PE uses electricity, heating, cooling, transportation, furnishings, computers and telecoms, consumables, food and drink, and other services. The largest negative environmental impact of PE's activities in this phase arises through our business travel. However, this phase also contains our largest positive environmental impact, our contribution to our clients' environmental performance.

In the next phase, PE manages consumed resources, which largely consist of cardboard, paper and household waste from the office kitchen. Computers and screens are leased and therefore managed as resources to be reused. PE sorts its waste, which helps ensure it can be recycled in the final phase of the life cycle. We ensure compliance with the Waste Regulation by means of legislation compliance checks.



# Collaboration in society

We can and want to contribute to building a sustainable society. In co-operation with our stakeholders, we take responsibility for the future through innovative and sustainable solutions and also make a direct link to our strategic platform.

## 12 Social impact and analysis

This topic covers our interaction with actors in society, such as universities and trade associations.

Another aspect relates to how we address social impact and share insights. One example of this is *Samhällsbarometern*, in which we annually ask, compile and highlight how Sweden's population perceives societal development.

During the year, we also took part in the debate in society via, for example, opinion articles, and actively campaigned for a positive transition following the pandemic.

Our work on social impact and analysis enables us to contribute to positive societal development, in addition to our day-to-day business. This work is also important in terms of our own business intelligence, our organisational learning and creating credibility, together with other parties that share our aims.

### External initiatives supported and contributed to by PE:

- PE's consultants contribute as guest speakers and mentors at a number of educational institutions, including KTH, Chalmers University and Berghs School of Communication.

### Membership of industry organisations:

- Sweden Green Building Council, SGBC
- EIT Climate-KIC
- IQ Samhällsbyggnad, IQS
- 100Gruppen
- Federation of Swedish Innovation Companies
- UN Global Compact
- LFM30
- Architects Declare



## 13 Transparency and stakeholder engagement

This involves systematic and transparent communication with our stakeholders. It enables everyone from investors and clients to prospective employees and cooperation partners to assess and consider whether they want to enter into an agreement with us. For this, we use two main tools: Ongoing stakeholder engagement and analysis, and an annual sustainability report.

### Stakeholder engagement and analysis

Our stakeholders are people and groups on whom we depend to be able to achieve our goals. That's why we engage continually with them. This is an important tool for ensuring that we are relevant to our stakeholders, and helps us understand what priorities we should make going forward. Once a year we document and compile our insights in a stakeholder analysis. PE has identified eight stakeholder groups. These are the same as last year and are described in the list below.

- **Owners:** Our shareholders, represented in the form of PE's Board of Directors
- **Employees:** Our consultants and employees
- **Clients:** Purchase our services and implement our solutions
- **Society:** Citizens in the community in which we are helping to build facilities
- **Financiers & banks:** Finance investments
- **Cooperation partners:** Organisations, networks, academic institutions and other actors with which we cooperate
- **Media & Stakeholder organisations:** Shape opinion and influence other stakeholders
- **State & government agencies:** Set the rules and conditions for our business activities

In 2020, we conducted structured stakeholder engagement with our key stakeholder groups (clients, employees and shareholders) for the second year in a row. This provided us with a deeper understanding of the expectations we have to relate to, compared with previous years, when we interpreted various elements internally. These structured stakeholder dialogues consisted of interviews arranged with one or more representatives from the stakeholder group. We also used a standardised template to document the conversations and ensure consensus after the interview.

Below is a summary of the methods used to identify stakeholders' expectations:

For the Client stakeholder group, we undertook structured stakeholder engagement with representatives from four of our largest clients. We also analysed requirements/expectations from clients in tender request documentation. Dialogue is maintained continually in our assignments.

Employee expectations were identified via a voluntary anonymous questionnaire for employees to express views about PE's sustainability work (319 respondents) and via data on perceived employee expectations compiled by the management of each business area.

The owners' expectations were identified via a prioritisation exercise with PE's Board of Directors, in which each member individually indicated the importance they attached to each particular sustainability topic.

In the Society stakeholder group, we made an interpretation based on the findings from *Samhällsbarometern*, – a study conducted annually by PE in association with Kantar SIFO. In the study, people living in Sweden give their views about their towns and cities from a citizen's point of view.

In the Financiers & Banks stakeholder group, we joined with representatives of our bank in examining our sustainability topics and discussed priorities and materiality.

In the Cooperation Partners stakeholder group, we reviewed focus issues and expectations regarding what our industry associations expect of us as members.

In the State & Government Agencies stakeholder group, we carried out an analysis of external factors, obtaining information from industry seminars, conferences and a number of websites.

We based the expectations of Media & Stakeholder Organisations on business intelligence and external studies.

### PE's sustainability report

We have chosen to produce our sustainability report based on GRI (Global Reporting Initiative) guidelines, which require us to ensure reliable and comprehensive reporting and the highlighting of material topics. To us, it is through the projects we undertake that, together with our clients, we develop solutions that are designed to last for the long term.

Another key principle of our reporting is balance. We should be proud of what we have achieved, but we should also highlight what we have not succeeded in. We still have important work to do to achieve our goals and contribute to sustainable development.

Find out more about the principles for our sustainability report on page 35.





## Drinking water with many challenges

---

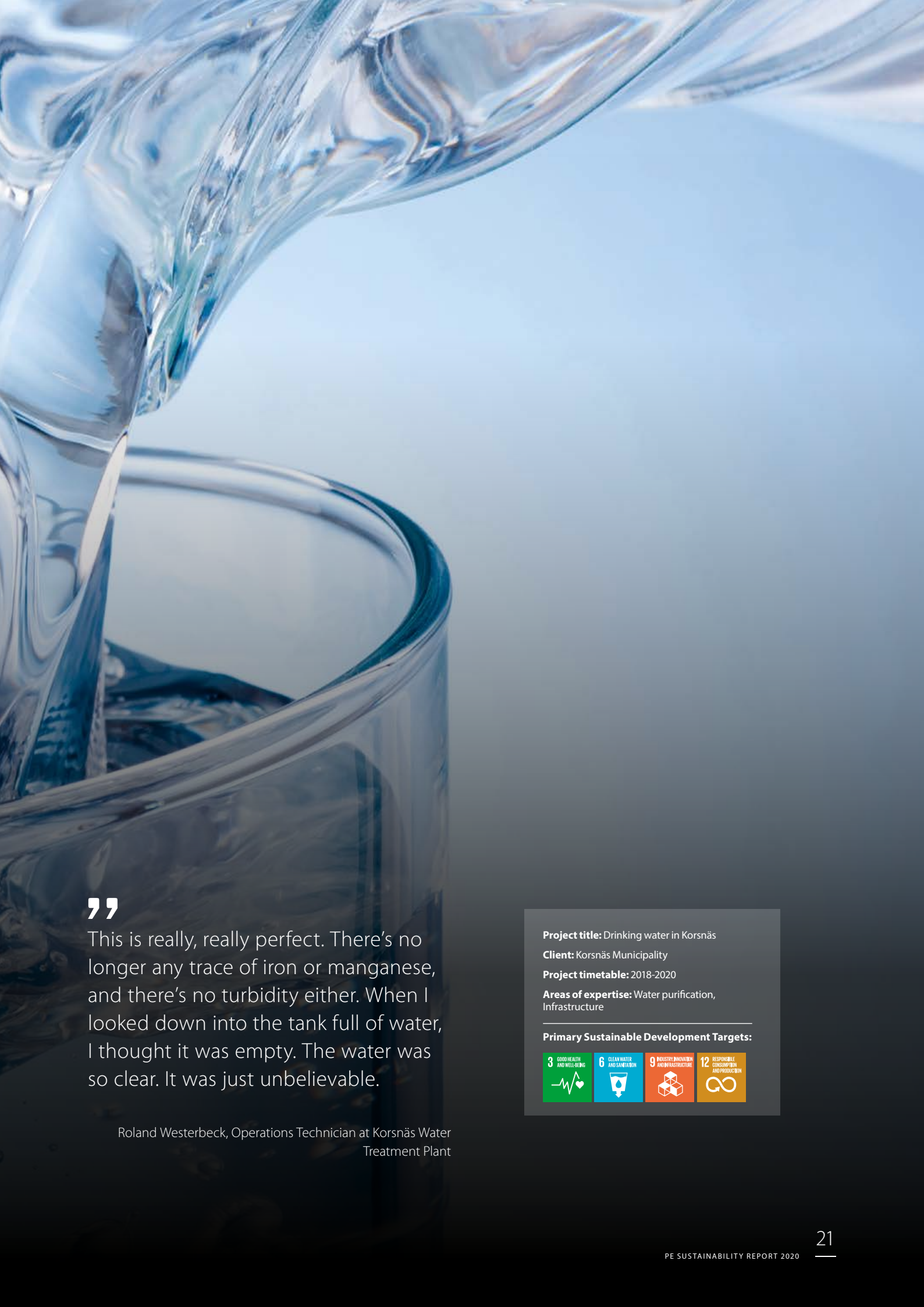
**Korsnäs Municipality in Finland had long faced major challenges with the quality of water during the late summer and early autumn period. Iron and manganese levels were high, and rising. To get to grips with the problems, PE's drinking water experts were engaged, and in less than 18 months, there were improvements in water quality and efficiency of the water supply.**

Entrusted with the task of significantly improving the quality of drinking water in the municipality, PE's team developed a solution in the form of a mobile, hyper-modern complementary water purification system.

The new solution was built on highly advanced technology, but at the same time was automated and easy to operate. Once the solution was implemented by PE's consultants, the project quickly transformed water that was in a challenging condition into one that is exceptionally clear, free of iron, turbidity and COD (organic) – and it tastes better. The results were so good, the Korsnäs Municipality can now also boast the cleanest and safest water in Finland's Österbotten region.

Today, the water treatment plant can treat up to 40,000 litres per hour and therefore deliver safe water to all the region's households and other consumers.





”

This is really, really perfect. There’s no longer any trace of iron or manganese, and there’s no turbidity either. When I looked down into the tank full of water, I thought it was empty. The water was so clear. It was just unbelievable.

Roland Westerbeck, Operations Technician at Korsnäs Water Treatment Plant

**Project title:** Drinking water in Korsnäs

**Client:** Korsnäs Municipality

**Project timetable:** 2018-2020

**Areas of expertise:** Water purification, Infrastructure

**Primary Sustainable Development Targets:**



# Governance of sustainability work

Sustainability is a cornerstone of PE's Group strategy. Ultimate responsibility rests with the CEO, and work at an overall levels overseen and coordinated through the Sustainability Council. Each business area director produces an action plan for working with employees to achieve jointly established sustainability targets.

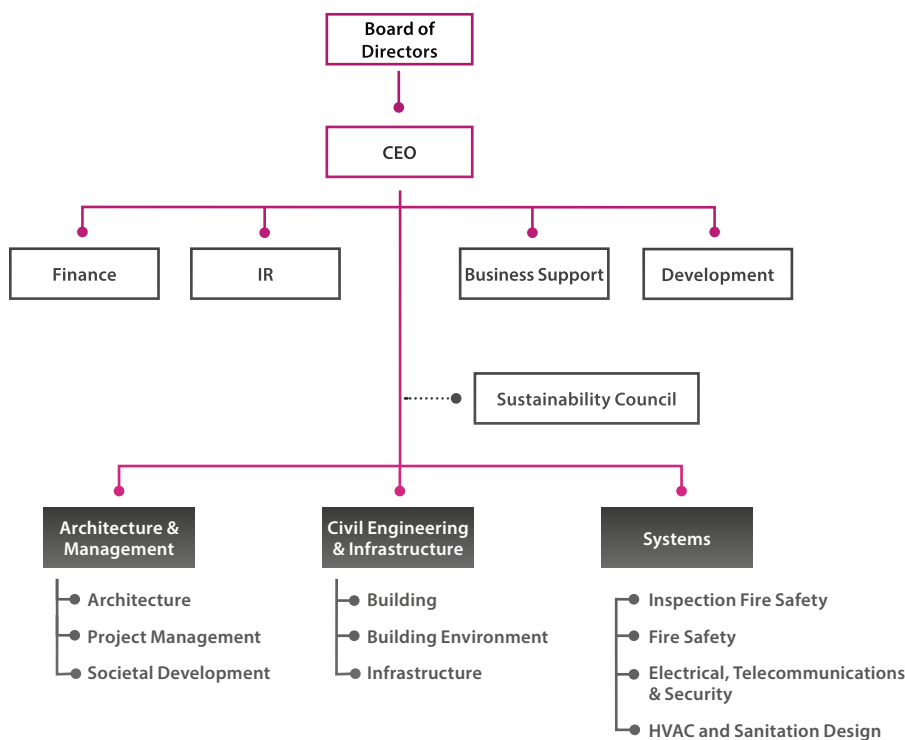
PE's overall goal is to generate long-term value for our stakeholders. This depends on effective corporate governance characterised by an effective organisational structure, internal control and risk management systems and transparency.

The Group's corporate governance is based on Swedish legislation and the Company's Articles of Association, together with other applicable laws and regulations. Governance is exercised via the AGM, the Board of Directors and the Chief Executive Officer in accordance with the Swedish Companies Act, the Articles of Association and the Swedish Corporate Governance Code.

PE's policies are guided by the procedure set out in our Policy Hierarchy. Policies are reviewed at least annually in conjunction with the constitutive Board meeting, or as required.

Operations and their processes are described in the ERP system, in which governing and guidance documents are linked to the respective sub-process to make it easier for employees to access the relevant information.

In the annual business planning and budget process, targets and plans are established, which are then presented to PE's Board of Directors for approval.



\*PE – organisational structure, 1 April 2021

## Key organisational changes during 2020

In the course of 2020, PE continued its work on establishing a coordinated, efficient and profitable company.

The Group is continuing to progress with a major co-location project bringing a number of local offices together under one roof. During 2020, the number of offices was reduced from around 40 to around 30; for example, in Gothenburg, seven offices were merged into one.

Over the year, certain organisational changes were made in the individual segments.

In December, Helena Hed took over as President and Chief Executive Officer, succeeding Per-Arne Gustavsson. Helena has an M.Sc. in Civil Engineering and long experience from working in the engineering consulting sector. Over the past 15 years, Helena has held various senior roles in the Sweco Group, most recently CEO of Sweco Management.

In December, Per-Arne Gustavsson was appointed as new Chairman of Projektengagemang Sweden AB (publ). Per-Arne founded PE in 2006 and takes over as Chairman from his most recent role as Acting CEO for the Company.

## Assessment of sustainability management

We continually measure the outcome of our work on sustainability in order to assess and adjust its management. For each sustainability topic, indicators and targets are in place that we continually monitor (quantitative measurement). Stakeholder engagement is an important additional tool that provides us with a more qualitative picture.

The role of the Sustainability Council is to take overall strategic responsibility for all aspects of sustainability and to coordinate the work involved. Ultimate responsibility rests with the President and CEO. The Sustainability Council has now been in place for more than two years and in that time has transformed the way in which sustainability is managed within the Group. We believe that the creation of the Sustainability Council was a positive move and that sustainability has become a more integral aspect of our business strategy, corporate governance, operations and client offering.

In 2020, we took further steps towards integrating sustainability management into key processes and corporate governance. We continued to focus closely on implementing and harmonising the new digital ERP system. This made compliance

simpler, made the content more relevant and increased use during the year. Within the framework of business planning work, action plans linked to quality, environment and sustainability were drawn up, based on the Group's shared and prioritised sustainability targets.

## Binding requirements

Our business is guided by a number of requirements from our stakeholders that we have to meet. This may involve legal requirements, but also such that we have to ensure in order to continue conducting our business. We have a solid platform from which to meet these requirements suitably via our ERP system, in way that is entirely consistent with ISO 9001:2015 and 14001:2015. Every year we undergo an external audit. We view this as a good way of verifying our work in this field.

Binding environmental requirements are handled within the environmental management process, under which we commit to undertake an energy audit, legislation compliance review for waste management and a supplier assessment of our critical suppliers.

Binding requirements related to social factors and personnel concern gender equality, employee work environment including health and safety and training opportunities, which are subject to work environment legislation. As an employer, we also have a responsibility regarding work adaptation and rehabilitation issues. These requirements are managed within the framework of the employee process.

Our Code of Conduct requires us to comply with the Code of Ethics established by FIDIC\* to respect basic human rights and operate in line with the UN Declaration on Human Rights and ILO's\*\* core conventions.

Efforts to combat corruption and irregularities are regulated by our Code of Conduct.

\* International Federation of Consulting Engineers

\*\* International Labour Organisation

# Our projects – contributions to Agenda 2030

---

The urban planning sector has a significant impact on the environmental, social and economic aspects of our society. For example, the construction and property sector accounts for nearly 20 percent of all climate emissions in Sweden. As a consultant and knowledge partner in the early stages of projects, we have significant opportunities to contribute to more sustainable societal development through our assignments.

The UN's 2030 Agenda for Sustainable Development has more and more clearly been established as a central framework for sustainability in the public and private sectors, in line with the global sustainable development goals. Together, we now have ten years to meet these goals, which Sweden has adopted along with the rest of the world's nations. It is therefore important that decisions taken today are analysed based on these goals and how they can be met.

In this light, PE has an important role in our consulting and we use these goals as the basis for our sustainability work. We do this to contribute towards individual goals within various

services, but also in overall strategic sustainability services with system analyses that cover all the goals at the same time. The latter point is important in identifying and managing the synergies and competing objectives that inevitably occur in various urban planning aims. We try wherever possible to identify opportunities to make positive contributions to the goals and not just minimise our negative impact.

The following is an account of our contributions to the targets where we have a direct influence in our projects. The account is not exhaustive and merely provides a few examples of how we are playing a part in developing society in a positive way.



## 2.3 Double the productivity of and income for small-scale food producers

### Our impact: Low

By creating the conditions for peri-urban cultivation, small-scale producers are offered the possibility of a livelihood. Our technical solutions make cost-efficient all-year-round cultivation possible.

**Project example:** Sustainable peri-urban cultivation to create employment. Client: European Union



## 3.4 Reduce the number of deaths from non-infectious diseases and promote mental health

### Our impact: Low/medium

We contribute by promoting health and wellbeing in all types of building that we design. For example, we may encourage healthy choices, such as using stairs instead of the lift. We also contribute specifically via designing healthcare facilities.

**Project example:** Major project in the care sector – Psychiatry Department, Södra Älvsborg Hospital. Client: Västfastigheter (West Sweden Region Property Management)





### 3.6 Reduce the number of road traffic deaths and injuries

*"To halve the number of road traffic deaths and injuries world-wide by 2020."*

#### **Our impact: Low/medium**

We make a positive contribution by performing localisation research projects at an early stage and project planning for considerate road design, with a strong emphasis on road safety.

**Project example:** Sweden's friendliest road, the Götene-Mariestad section of the E20. Client: The Swedish Transport Administration



### 3.9 Reduce the number of cases of illness and death arising from hazardous chemicals and pollutants

*"By 2030, to substantially reduce the number of deaths and illnesses from hazardous chemicals, as well as from air, water and soil pollution and contamination."*

#### **Our impact: Medium**

We exert influence, for example, by stipulating healthy materials without hazardous chemicals and by working actively to improve the interior environment of buildings in our projects. Here, our impact may be negative if we do not make active choices.

**Project example:** Environmental certification, design of the Foajén office building in Malmö. Client: COWI & Hent



### 4.2 Equal access to good quality nursery school

*"By no later than 2030, to ensure that all girls and boys have places in good quality nursery schools that offer care and prepare them for starting primary school."*

#### **Our impact: Low/medium**

We achieve this partly by designing school environments that meet the needs of the organisation and of the children for a secure, learning and functional environment. Through cost-efficient and quality design, we help to meet the need for educational premises.

**Project example:** Concept for schools: a nursery school for every location. Client: Sweden's municipalities and regions



### 4.A To create inclusive and secure educational environments

*"To build and improve educational environments that are adapted for children and people with functional impairments, and to take into account equal opportunity aspects and in doing so to offer a secure, calm, inclusive and fit-for-purpose learning environment for all."*

#### **Our impact: Medium/high**

We achieve this by focusing on the needs of the child and the individual, during the design of secure and accessible educational environments.

**Project example:** Närlunda School, Askersund. Client: Askersund Municipality



### 5.C To create laws and action plans for equality

*"To adopt and resource a well-considered policy and viable legislation to promote equality and increase the empowerment of all women and girls at all levels."*

#### **Our impact: Low/medium**

Our contribution in this area is in the early stages of the urban planning process, where we apply a social sustainability perspective to planning proposals. Some projects do not include an active equality perspective, and in such cases our role is to bring that to the attention of our clients. Otherwise, there is a risk of negative impact in relation to the objective.

**Project example:** Social impact analysis for a new residential area. Client: Bostadsutveckling Kungens Kurva AB



### 6.1 Safe drinking water for all

*"By no later than 2030, to provide general and fair access to safe and affordable drinking water for all."*

#### **Our impact: Low/medium**

Our contribution lies in advanced innovative technology that is, at the same time, cost-efficient and easy to use. For example, we use microbiological barrier analysis to reduce levels of hazardous substances in water. The technology also prevents the spread of viruses, parasites and bacteria.

**Project example:** Korsnäs drinking water – from cloudy to crystal clear. Client: Korsnäs Municipality, Finland



### 6.3 Improve water quality and wastewater purification and increase recycling

*"By 2030, to improve the quality of water by reducing contaminants, stopping dumping, minimising emissions of hazardous chemicals and substances, halving the proportion of untreated wastewater and considerably increasing recycling and safe recycling."*

#### **Our impact: Low/medium**

We contribute via water purification, analysis of land pollution and geotechnical surveys. For example, by designing water treatment plans including advanced and fit-for-purpose technology and remediation of polluted land.

**Project example:** Advanced water purification in Riyadh, Saudi Arabia. Client: Suido Kiko Middle East



### 6.4 More efficient use of water and safe water supply

*"By 2030, to bring about considerable efficiency improvements in the use of water in all sectors and to ensure sustainable extraction and sustainable provision of fresh water in order to tackle the shortage of water and substantially reduce the number of people suffering from a shortage of water."*

#### **Our impact: Medium**

Our positive contribution is made in part via our projects in water/wastewater, landscaping and planning of 'Blue Green' structures, and in part via smart design of the systems of the property itself, for example by optimising the use of water. A risk exists that we may contribute to negative impact if the use of water issue is not taken into account properly in our projects.

**Project example:** Innovative solution for culvert system in Val-lastaden. Client: Tekniska verken i Linköping AB (publ), Linköping



### 7.2 Increase the proportion of renewable energy in the world

*"By 2030, to considerably increase the proportion of renewable energy in the global energy mix."*

#### **Our impact: Medium/high**

We contribute through a number of our services. For example, in the development of renewable energy technology and installations for energy efficiency, as well as in property development and certification projects.

**Project example:** Feasibility study, framework description and procurement of solar panels for retirement homes. Client: Falköpings Hyresbostäder



### 7.3 Double the increase in energy efficiency

*"By 2030, to double the rate of global improvement in energy efficiency."*

#### **Our impact: High**

The construction and property sector offers great potential for increasing the rate of improvement in energy efficiency. We have a major influence via our projects, where our contribution lies in energy optimisation, technological initiatives and, in the early stages, facilitating and execution of energy strategy options from a system perspective. The risk of negative impact is that we may not succeed in bringing about sufficiently effective measures.

**Project example:** Energy strategy. Client: Kungsleden



### 8.4 Improve resource efficiency in consumption and production

#### **Our impact: Low/medium**

We contribute to circular consumption and production for example by using recycled materials and equipment. Here, our impact may be considerably negative in the projects where virgin materials are used or where we chose materials that cannot be recycled.

**Project example:** Co-location with the emphasis on reuse. Client: Region Stockholm



### 8.8 Protect the rights of employees and promote a secure and safe work environment for all

*"To protect the rights of employees and promote a secure and safe work environment for all employees, including migrant labour, especially women migrants and people in insecure employment."*

#### **Our impact: Medium**

In several of our projects, we work outside on building sites, where we have a major influence in promoting a secure and safe work environment. Our contribution is via our site work environment coordinators in both planning and execution. We use the ID06 identification system to help assure a fair and secure work environment.

**Project example:** Renovation of spires at Uppsala Cathedral. Client: Church of Sweden



## 9.1 Create sustainable, robust and inclusive infrastructures

*"To build a reliable, sustainable and robust infrastructure of high quality, including regional and cross-border infrastructure, in order to support economic development and people's wellbeing, with the focus on affordability and fair access for all."*

### Our impact: High

We are playing a part in building a reliable, sustainable and robust infrastructure, with the focus on the railway system. We project manage modernisation of the railway network, for example via the new ERTMS signalling system, with the aim of improving the safety and accessibility of railway traffic between countries.

**Project example:** ERTMS – technical shift for Europe's railways  
Client: Swedish Transport Administration



## 9.4 Upgrade all industry and infrastructure for greater sustainability

*"By 2030, to upgrade the infrastructure and adapt industry for sustainability, with more efficient use of resources and more clean, environment-friendly technologies and industrial processes. All countries are taking measures in line with their particular conditions."*

### Our impact: Medium

We are playing our part in developing Sweden's industry and infrastructure! Here, our role is that of a consultant – to propose intelligent and sustainable options from a system perspective.

**Project example:** Integration of sustainability into the business model. Client: Vossloh Nordic Switch Systems



## 11.1 Safe, affordable homes

### Our impact: Low/medium

By promoting smart choices at an early stage, we can affect the final prices for the homes we design. We may contribute to negative effect in cases where, when consulting with our clients, we do not focus actively on maximising efficiency in the construction process from a financial perspective.

**Project example:** Environment-friendly rental apartment buildings in the Spårvägen district, Malmö. Client: Skanska Hyresbostäder



## 11.2 Make sustainable transport systems available to all

*"By no later than 2030, to provide safe, affordable, accessible and sustainable transport systems for all. To improve traffic safety, in particular by expanding public transport, with a special focus on the needs of people in vulnerable situations, women, children, people with functional impairments and the elderly."*

### Our impact: Low/medium

In our role as consultant, we both propose and enable sustainable transport systems and facilities for switching between different modes of transport.

**Project example:** Renewal of the Stockholm Metro. Client: Stockholm County Council Transport Administration



## 11.3 Inclusive and sustainable urbanisation

### Our impact: Medium/high

We contribute via our projects in urban, district and property development, by including the views of users, for example through active participation and inclusive dialogue with citizens.

**Project example:** Digital dialogue with citizens. Client: Bostadsutveckling Kungens Kurva AB

Find out more about *Samhällsbarometern*, in which PE in conjunction with SIFO surveys the Swedish population about how they feel about their cities, at:  
<https://samhällsbarometern2020.pe.se>



## 11.6 Reduce the environmental impact of cities

*"By 2030, to reduce the negative environmental impact of cities per person, for example by paying particular attention to air quality and the treatment of municipal and other waste."*

### Our contribution: High

We have major ability to contribute by linking together and optimising environmental impact from a holistic perspective: the environmental impact of buildings from a lifecycle perspective, the activities conducted in them, and transport movements to and from. If the systematic perspective on the environmental issues is not taken into account, there is potential for considerable negative impact.

**Project example:** Positive Footprint Housing. Client: Riksbyggen





### 11.7 Create safe and inclusive green areas for all

*"By no later than 2030, to provide universal access to safe, inclusive and accessible green areas and public places, in particular for women and children, the elderly and those with functional impairments."*

#### **Our impact: Medium/high**

In our landscaping and urban planning projects, we have great scope for contributing to safe and inclusive green areas and public places that are accessible to everyone. As consultant, we have a role in proposing green and accessible areas in the urban environment.

**Project example:** Kronandalen, a green and modern suburb.  
Client: Luleå Municipality



### 11.A Promote national and regional development planning

*"To promote positive economic, social and environmental links between urban areas, peri-urban areas and rural areas by strengthening national and regional development planning."*

#### **Our impact: Medium/high**

Via our projects at an early stage of the planning process, we contribute with a holistic approach to regional development, from the economic, social and environmental perspectives.

**Project example:** Development plan 2050, Kungens Kurva.  
Client: Huddinge Municipality



### 12.2 Sustainable management of use of natural resources

*"By no later than 2030, to achieve sustainable administration and efficient use of natural resources."*

#### **Our impact: Medium**

Our contribution lies in the reuse of natural resources and materials and in taking a circular approach to construction, for example, by providing for a building to change function over time. A major contribution lies in creating conditions to ensure that what is built has a long service life, with smart bearing structures, a high level of fire safety and flexible floor plans. Major negative impact may arise in projects where efficient use of resources is not taken into account.

**Project example:** Reuse on a major scale, Krokslätts Fabriker, Mölndal. Client: Husvården, K21 Entreprenad



### 12.4 Responsible management of chemicals and waste

*"By no later than 2020, to achieve environmentally sound management of chemicals and all types of waste throughout their life cycle, in accordance with agreed international frameworks, and to significantly reduce their release to air, water and soil such as to minimise their adverse impacts on human health and the environment."*

#### **Our impact: Medium**

We work to ensure the efficient use of resources, consideration of ecosystem services and reduced impact from hazardous chemicals through the use of environmental databases such as BvB, Basta and Sundahus.

**Project example:** Platinan – one of the biggest development projects in the Nordic region. Client: PEAB, Vasakronan



### 12.5 Sharply reduce the volume of waste

*"By 2030, to considerably reduce the volume of waste through measures to prevent, reduce, recycle or reuse waste."*

#### **Our impact: High**

As architects and specialists, we have major potential for influence in the design of buildings and environments, by designing for the circular use of materials. There is also major potential for negative influence in the projects in which virgin materials are used.

**Project example:** Interior architecture with ambitious reuse for new headquarters. Client: Bliwa Livförsäkring



### 13.1 Strengthen resistance to and capability for adjustment to climate-related disasters

*"Strengthen resistance to and capability for adjustment to climate-related hazards and natural disasters in all countries."*

#### **Our impact: High**

Our contribution is through climate adjustment projects, both as part of urban planning, landscaping and property development, and via climate risk analysis and assessments of actions. If these aspects are not taken into account, there is a risk of major negative impact, since development often means lower resistance, and lower capability to adjust, to climate-related disasters unless active choices are made.

**Project example:** 'Blue Green' solutions to reduce flooding and drought. Client: Climate-KIC



### 13.3 Increase knowledge of and capacity for managing climate change

*"To improve education, awareness and the human and institutional capacity, with regard to limiting climate change, adapting to climate change, minimising the consequences of climate change and early warning."*

#### **Our impact: High**

The building and property sector accounts for a fifth of Sweden's emissions. PE contributes via broadly-based and holistic know-how in climate-smart building, in which architects, designers, environmental experts, fire safety engineers, damp experts, acoustics specialists and our thousands of other experts work together in climate-smart project design.

**Project example:** Vista – a carbon dioxide neutral office building, in Hyllie, Malmö. Client: Wihlborgs Fastigheter AB

For more information about our climate-smart building, go to: <https://www.pe.se/kunskapsomrade/klimatsmart-byggande>



### 14.1 Reduce marine pollution

#### **Our impact: Low/medium**

Via geotechnical surveys, remediation of contaminated land and sensitive designs in coastal regions, we have the capacity to meet strict requirements regarding water conditions and to help reduce marine pollution from land-based activities.

**Project example:** Marine challenges in the Malaga district, Tjörn. Client: AB Toftö



### 15.5 Protect biological diversity and natural, living environments

*"To take immediate and substantive measures to reduce destruction of natural, living environments, halt the loss of biological diversity and by no later than 2020 prevent the extinction of threatened species."*

#### **Our impact: Medium/high**

We promote ecosystems and biological diversity by offering for example: urban and landscape analysis, development analysis, environmental impact assessments, land descriptions, green zone factor calculation, plant, care and maintenance plans. If these factors are not taken into account, there is a risk of major negative impact, since development often leads to destruction of natural, living environments, and contributes to loss of biological diversity, unless active choices are made.

**Project example:** Environmental impact assessment, MKB, Svindersberg. Client: Nacka Municipality

Find out more about on our work in land, air and water, at: <https://www.pe.se/hallbarhet/mark-luft-och-vatten>

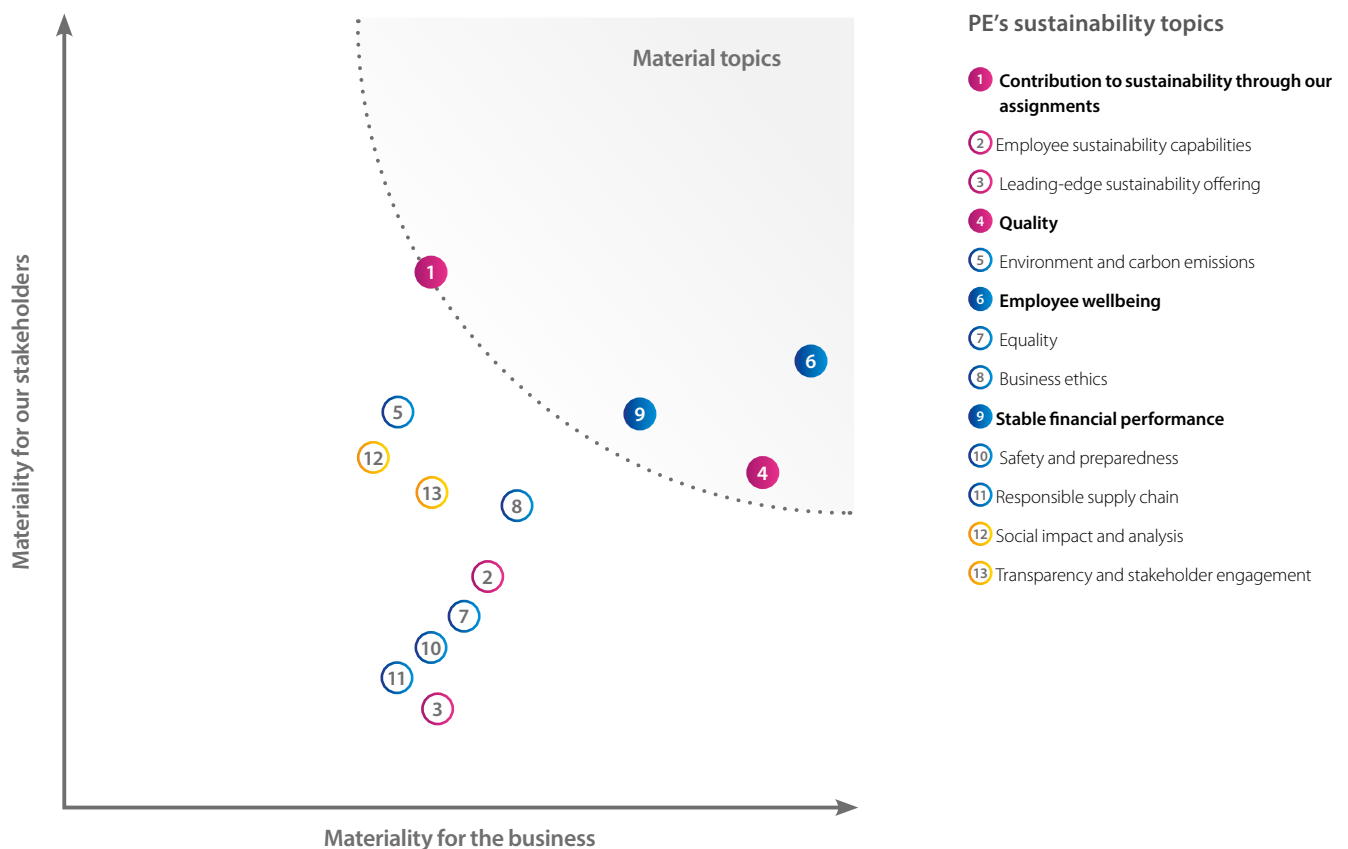
# Priorities

We use the materiality analysis as the basis for prioritising our sustainability work. This takes account of both our stakeholders' expectations of us and materiality for our business.

For us, sustainability is a long-term, holistic issue. We endeavour to improve on all aspects of sustainability, and continually measure outcomes to ensure that we are moving in the right direction. Prioritisation in the materiality analysis helps us see whether our sustainability work has the right aims and focus. The materi-

ality analysis applies a weighting to our sustainability topics, with our material topics being those aspects that are most important for both stakeholders and the business. The materiality analysis forms the basis for how we prioritise our development work.

## PE 2020 materiality analysis





## Material topics

Materiality analyses are based on a stakeholder analysis and an analysis of sustainability from a business perspective.

The stakeholder analysis is based on documented stakeholder engagement with representatives from our key stakeholder groups. For other stakeholder groups, we have conducted an in-house analysis based on our business intelligence and surveys. Find out more about the methodology for our stakeholder dialogue and analysis under the heading Collaboration in Society, topic 13. Compilation of the results includes a weighting of stakeholder groups, with expectations from employees, clients, shareholders, the state and government agencies, financiers and the society stakeholder group factored in.

Our senior business leaders used the business analysis to assess each sustainability topic based on the possibility of reducing risk, increasing our relevance, reducing costs and increasing revenue to quantify the significance of the economic, environmental and social impact. The analysis was conducted in each business area in conjunction with the business planning process.

The 2020 materiality analysis identified four topics of sustainability as being material; employee wellbeing, quality, stable financial performance and sustainability contribution through our assignments. A number of large development projects have focused on this over the year.

## Material risks

	Material risks	Opportunities
<b>Employee wellbeing</b>	<ul style="list-style-type: none"><li>• Risk of high employee turnover</li><li>• Risk of difficulty recruiting the right skills</li><li>• Risk of lower utilisation rate due to illness</li><li>• Risk of deficient quality in our services due to carelessness and lack of commitment</li></ul>	<ul style="list-style-type: none"><li>• Ability to increase quality in our services</li><li>• Ability to attract and retain employees</li></ul>
<b>Stable financial performance</b>	<ul style="list-style-type: none"><li>• Risk of not meeting our stakeholders' expectations regarding the economic value we create and benefits in the form of wages for employees, returns for shareholders, tax for the state and government agencies, etc.</li></ul>	<ul style="list-style-type: none"><li>• Ability to invest in the business and employees</li><li>• Ability to grow and create more jobs</li><li>• Ability to manage innovation and cooperation</li></ul>
<b>Quality</b>	<ul style="list-style-type: none"><li>• Risk of us not delivering the quality our clients expect and needing to make writedowns</li></ul>	<ul style="list-style-type: none"><li>• Exceeding our clients' expectations and building trust and relevance</li></ul>
<b>Contribution to sustainability through our assignments</b>	<ul style="list-style-type: none"><li>• Of us not taking the long-term responsibility that our stakeholders expect</li><li>• Of not contributing to sustainable development</li></ul>	<ul style="list-style-type: none"><li>• Greater relevance for our clients</li><li>• Contributing to greater credibility as an urban planner</li></ul>

We take active measures to reduce the negative impact and support the positive impact of our material sustainability risks.. Find out more about each sustainability topic on pages XX–XX.

We take active steps in our day-to-day business to support employee wellbeing. For example, during 2020 we invested in leadership development. We launched a Company-wide training programme for all our managers and created a forum for discussion and experience-sharing for young talents. We also implemented a tool to monitor employee commitment on a weekly basis. The tool also helps identify cases of discriminatory treatment towards employees.

Risks associated with a stable financial performance in 2020 were managed by continuous monitoring and streamlining our organisation and also by taking up the option of government

support to enable us to retain employees without projects as a result of the Covid-19 pandemic.

Risks in terms of quality were minimised by implementation of our new digital ERP system. We also introduced a digital customer survey system to reinforce our work in quality assurance.

During the year we took further steps to integrate sustainability targets and governance into the line organisation in order to increase the contribution we make to sustainability through our projects. Under this sustainability topic, each business area developed action plans to further bolster the contribution we make.



# An office building with net zero emissions

**The Vista office building will be a landmark in the Hyllie district in Malmö, and a model of climate-smart construction. Vista will also be the first building that passengers catch sight of as their trains rolls in at Hyllie, Malmö, from the continent. The building will accommodate around 1,100 work stations, spread over ten storeys.**

PE's assignment is to coordinate environmental and sustainability issues in the three building certification systems Miljöbyggnad, WELL and NollCO2, and to oversee how the certification processes dovetail with Wihlborgs' own environmental programme. PE is

also serving as the certified damp expert for the project. Vista is an excellent example of how PE can work in a cross-disciplinary way in coordinating energy, damp, environmental and sustainability issues in a project with extraordinarily high sustainability ambitions.

In the early stages, PE was also responsible for analysing and coordinating the additional energy requirements that arise in a triple certification process. The project was conducted in close cooperation with Wihlborgs' project manager and Wihlborgs' administration. Wihlborgs is one of the biggest property companies in the Öresund region. It develops its properties with a view to long-term management and places sustainability issues high on the agenda.

*Picture: Arkitekt EGA Erik Giudice Architects*



”

This is Wihlborgs' biggest office yet, with high sustainability and environmental ambitions. In Vista, we are creating new, ultra-modern and inspirational offices with the focus on the people who will be working in the building.

Rickard Berlin, Project Manager, Wihlborgs Fastigheter

**Project title:** Vista

**Client:** Wihlborgs Fastigheter AB

**Project timetable:** 2020–2024

**Areas of expertise:** Energy and damp coordination, environmental certification and climate calculation

#### Primary Sustainable Development Targets:





# Our sustainability targets

We work towards long-term sustainability targets for our business and measure and analyse these targets annually. This work is an integral part of business planning and in the following we report in line with the GRI indicators we have chosen.

During the year, we took the decision for our business to become climate neutral by 2030. The focus will be on travel, which leaves our biggest climate footprint. We improved our outcome in the social sustainability topics: we now have collective bargaining agreements covering all employees and are working to-

wards a more equal gender balance at all levels of the Company. In the following, we describe our internal impact and targets relative to the global goals. This is not yet exhaustive, but we maintain a continuous focus on assessing and improving our positive impact while reducing our negative impact.

## Financial performance and anti-corruption



### 8.1 Sustainable economic growth

*"To maintain economic growth per capita in line with national conditions and, in particular, GDP growth of no less than 7 percent annually in the least developed countries."*

Economic value	2019 outcome	2020 outcome
Net revenue, SEKm	1,348	1,167
Distributed value, SEKm		
Employees	945	757
Owners	0	0
Suppliers	322	256
State & government agencies	3	17
Lenders	12	14

#### Our impact: Low/medium

Our activities in urban planning are closely linked to Sweden's GDP. We aim to grow in pace with society, to create and maintain jobs, to be able to reinvest in our employees and to deliver returns to our shareholders.

#### Analysis and actions in Financial performance and anti-corruption:

Since early 2006, our overall objective has been to generate value for shareholders and other stakeholders via profitable and sustainable growth. Our overall objective of profitable, sustainable growth will be achieved by working purposefully on implementing a clear strategy alongside clear financial targets. Find out more about our financial targets in our Annual Report or at [pe.se](https://www.pe.se).

We operate a clear and Group-wide Code of Conduct, which is accepted both internally and externally. The Code of Conduct for Suppliers is now an inte-



### 16.5 Combat bribery and corruption

*"To substantially reduce all forms of bribery and corruption."*

Anti-corruption	2019 outcome	2020 outcome	2021 target
Training in the Code of Conduct	20%	20%	100%

#### Our impact: Medium

We operate in a sector where bribery and corruption exists. We have a responsibility to clients, suppliers and other stakeholders to actively promote a business climate that is sustainable in the long term.

Supplier review	2019 outcome	2020 outcome	2021 target
Percentage of critical suppliers that have received and accepted PE's Supplier Code of Conduct	41%	48%	90%

#### Our impact: Medium

Our biggest impact is from our travel, both on business and to and from work. Car travel accounts for the most impact, but air travel also has a negative effect. Electricity consumption at the offices is another factor, but represents a minor amount of our overall emissions.

gral part of our contracts, which means that we will achieve full acceptance by our sub-contract suppliers in the course of 2021. Our employees are responsible for familiarising themselves with and observing our Code of Conduct, as well as laws and regulations. In 2020, no further training to raise awareness of anti-corruption among employees or to ensure compliance with our ethical guidelines was given. This represents a risk, and for 2021 policies and training activities will be reviewed and implemented to ensure that the level remains high.

Our supplier review focused on the critical suppliers that are involved in our projects.

# Environment



## 13 Climate Action

*"Take immediate measures to combat climate change and its consequences."*

	2019 outcome	2020 outcome	2030 target
<b>Direct CO<sub>2</sub> emissions (Scope 1)</b>			
Travel by car (tonnes of CO <sub>2</sub> equiv.)	302	228	Climate-neutral 2030
Air travel (tonnes of CO <sub>2</sub> equiv.)	179	48	
Rail travel (tonnes of CO <sub>2</sub> equiv.)	3	1	
<b>Total</b>	<b>484</b>	<b>277</b>	

	2019 outcome	2020 outcome	2030 target
<b>GHG emissions intensity</b>			
Emissions per employee	460	330	Climate-neutral 2030
<b>Carbon dioxide emissions per person, Sweden</b>	450	No data	–

(Source: Swedish Environmental Protection Agency)



## 12.5 Sharply reduce the volume of waste

*"By 2030, to considerably reduce the volume of waste through measures to prevent, reduce, recycle or reuse waste."*

### Our impact: Low

The waste our organisation produces is from our offices, and there we actively engage in recycling. We also have an influence via the equipment we use for work, such as computers, telephones and office equipment. Here, our focus is on leasing and reuse. Our internal activities are where we have the greatest degree of control, but in terms of the huge flows of materials in the construction sector, this has minor impact. Within our projects, we have a great deal of scope for increasing circular flows of resources.



## 7.3 Double the increase in energy efficiency

*"By 2030, to double the rate of global improvement in energy efficiency."*

	2019 outcome	2020 outcome	2030 target
<b>Indirect CO<sub>2</sub> emissions (Scope 2)</b>			
Electricity for office-based activities (tonnes of CO <sub>2</sub> equiv.)	45	40	Climate-neutral 2030

### Our impact: Minor

The volume of electricity that we use in our offices is little compared to what is used in, for example, our travel.

### Analysis and measures in Environment:

Travel was considerably lower during the year as a result of home working and travel restrictions following from the Covid-19 pandemic. The objective going forward is to become climate neutral by 2030 and work started for example on a new car policy with stricter emission limits and the possibility of using electric cars.

We are reducing our electricity consumption by co-location, with fewer, smaller offices, a trend that will continue in the years ahead. Volumes of waste are being reduced by minimising printouts, using digital signatures and reusing furniture in co-locations, as well as by cutting down on food waste and minimising single-use packaging.

# Social factors and personnel



## 5.5 Ensure full involvement in leadership and decision-making

*"To ensure women are offered full and real involvement and equal opportunities for leadership at all decision-making levels in political, financial and public life."*

Gender balance (Women   men)	2019 outcome	2020 outcome	2021 target
Board of Directors	33%   67%	33%   67%	The gender balance should be 40/60 per-cent or more even
Management	42%   58%	40%   60%	
All employees	30%   70%	31%   69%	
<b>Gender balance among professional architects and engineers:</b> (Source: Federation of Swedish Innovation Companies)			
Executive positions	27%   73%	No data	–
All	35%   65%		

### Our impact: Medium/high

Our values and attitudes affect how open we are to an even gender balance at all levels.



## 3.4 Reduce the number of deaths from non-infectious diseases and promote mental health

*"By 2030, via preventive measures and treatment, to reduce the number of people who die prematurely from non-infectious diseases by one third and to promote mental health and wellbeing."*

Health and safety	2019 outcome	2020 outcome	2021 target
Number of accidents per 1,000 employees	0	6	0
Industry average, occupational injuries per 1,000 employees for Architectural and Technical Consulting Businesses (Source: Swedish Work Environment Authority)	0.25	No data	–

Sickness absence	2019 outcome	2020 outcome	2021 target
Sickness absence	3.7%	4%	Lower sickness absence than the average for Sweden
Average for Sweden, absence due to sickness (Source Sweden: Confederation of Swedish Enterprise & Ekonomifakta)	3.9%	No data	–

### Our impact: Medium/high

We know that mental ill-health is becoming increasingly common among professionals. To improve our work in health and safety, we offer both health and wellness allowances and sickness insurance. Not working proactively to promote mental health risks major negative impact for the individual, society and our organisation.





## 8.5 Full employment and decent working conditions with equal pay for all

*"By no later than 2030, to achieve full and productive employment, with decent working conditions for all women and men, including young people and people with functional impairments, as well as equal pay for equal work."*

### Our impact: Medium

As one of Sweden's biggest companies in urban planning, we have great influence over and responsibility for the working conditions of our nearly one thousand employees. We have gradually increased the proportion of employees covered by collective bargaining agreements, and in 2020 collective bargaining agreements for the whole organisation were signed.



## 8.8 Protect the rights of employees and promote a secure and safe work environment for all

*"Protect the rights of employees and promote a secure and safe work environment for all employees, including migrant labour, especially women migrants and people in insecure employment."*

	2019 outcome	2020 outcome	2021 target
<b>Discrimination</b>			
<b>Number of reported cases of discrimination</b>	0	0	0
<b>Number of reported cases of discrimination, Sweden</b> (Source: Reports to DO (Equality Ombudsman))	2,475	No data	–

	2019 outcome	2020 outcome	2021 target
<b>Collective agreements</b>			
<b>Percentage of employees covered by collective bargaining agreements</b>	75%	100%	Everyone should be covered by collective bargaining agreements
<b>Sweden, private sector, percentage of salaried workers covered by collective agreements</b> (Source: Swedish National Mediation Office)	84%	No data	–

### Our impact: Low/medium

An ongoing and well-established work environment programme at all offices, but also for when we are out visiting clients, is important in terms of offering a secure and safe workplace.

### Analysis and actions in Social factors and personnel:

We focus actively on establishing a more even gender balance in our recruitment, but also via internal talent and mentoring programmes.

One of our strategic areas is our aim to be the best workplace. To succeed, we need to work proactively internally, but also externally, for example in teams with stakeholders such as universities and colleges.

The accidents reported have mostly occurred on the way to or from the workplace, and in that we do not identify any systematic causes.

Absence due to sickness was slightly higher than in the previous year, but not by as much as we had anticipated with Covid-19. Our aim is to reverse this to a positive trend by carefully tracking and endeavouring to improve employee wellbeing. We fear that the unreported number of cases of psychosocial ill-health is considerable, and we are working preventively on the incidence of psychosocial ill-health and discrimination via management and leadership development, regular employee reviews and pulse-based employee surveys.

# About this report

## Report information

This report covers Projektengagemang Sweden AB's business operations from 1 January 2020 to 31 December 2020 and complies with the guidelines of international organisation Global Reporting Initiative (GRI). The report has been prepared in accordance with GRI Standards at the application level of Core and GRI Standard's 10 reporting principles:

### 1. Stakeholder Inclusiveness

Sustainability topic **Transparency and stakeholder engagement** describes what measures we take to include our stakeholders. Under **binding requirements** and **priorities** we highlight expectations from our stakeholders and how we relate to and meet these.

### 2. Sustainability Context

The section **Sustainability Targets and Outcomes** includes relevant comparative figures to put our outcomes in context. We also show how our work contributes to Sustainable Development Goals targets.

### 3. Materiality

The **Priorities section** reports the significance of our sustainability topics for our stakeholders and the impact on our business compiled in the materiality analysis.

### 4. Completeness

Our 13 **sustainability topics** define all of our sustainability work, which we set out in this report.

### 5. Accuracy

The information in this report is accurate. We have endeavoured to provide a consistently even and sufficient level of detail so our stakeholders can assess our performance.

### 6. Balance

The **Sustainability Targets and Outcomes** section refers to both positive and negative aspects of our outcomes.

### 7. Clarity

Our ambition has been to systematically include the information required for our stakeholders to gain a good overview without having to refer to too many other sources.

### 8. Comparability

Where we have historical data we have purposely chosen common standard indicators to provide comparability between years.

### 9. Reliability

This report has been reviewed by the company's auditors in conjunction with the annual accounts. The targets and metrics that we report are included in our business systems and are compiled centrally each year.

### 10. Timeline

Our last sustainability report was published in April 2020. We produce our sustainability report annually in conjunction with our annual accounts.

Unless stated otherwise, the information in this report covers all PE's 100 percent owned companies in Sweden.

#### Point of contact for the sustainability report:

Amanda Tevell  
Convener of PE's  
Sustainability Council  
amanda.tevell@pe.se  
+46 72-234 70 68



# GRI Index

## General standard disclosures

Disclosure	Description	Page number	Comment
<b>Organisational profile</b>			
Disclosure 102-1	Name of the organisation	p. 4	
Disclosure 102-2	The primary brands, products and/or services	p. 4	
Disclosure 102-3	Location of headquarters	Back cover	
Disclosure 102-4	Location of operations	p. 4	
Disclosure 102-5	Ownership and legal form	p. 22	
Disclosure 102-6	Markets served	p. 4	
Disclosure 102-7	Scale of the organisation	p. 4	
Disclosure 102-8	Information on employees and other workers	p. 4, p. 36–37	
Disclosure 102-9	Supply chain	s. 17	
Disclosure 102-10	Significant changes to the organisation and its supply chain	p. 23	
Disclosure 102-11	Precautionary principle or approach	–	PE does not manufacture products
Disclosure 102-12	External initiatives	p. 18	
Disclosure 102-13	Membership of associations	p. 18	
<b>Strategy</b>			
Disclosure 102-14	Statement from senior decision-maker	p. 6	
Disclosure 102-15	Key impacts, risks and opportunities	pp. 12–19, pp. 30–31	
<b>Ethics and integrity</b>			
Disclosure 102-16	Values, principles, standards and norms of behaviour	p. 16	
Disclosure 102-17	Mechanism for advice and concerns about ethics	p. 16	
<b>Corporate governance</b>			
Disclosure 102-18	Governance structure	pp. 22–23	



## General standard disclosures, cont.

Disclosure	Description	Page number	Comment
<b>Stakeholder engagement</b>			
Disclosure 102-40	List of stakeholder groups	p. 19	
Disclosure 102-41	Collective bargaining agreements	p. 37	
Disclosure 102-42	Identifying and selecting stakeholders	p. 19	
Disclosure 102-43	Approach to stakeholder engagement	p. 19	
Disclosure 102-44	Key topics and concerns raised	pp. 16–19, 30–31	
<b>Reporting profile</b>			
Disclosure 102-45	Entities included in the consolidated financial statements	p. 38	
Disclosure 102-46	Defining report content and topic boundaries	p. 38	
Disclosure 102-47	List of material topics	pp. 28–29	
Disclosure 102-48	Restatements of information	p. 34	We provided an incorrect figure for direct CO <sub>2</sub> emissions in 2017
Disclosure 102-49	Changes in reporting	–	No changes in reporting
Disclosure 102-50	Reporting period	p. 38	
Disclosure 102-51	Date of most recent report	p. 38	
Disclosure 102-52	Reporting cycle	p. 38	
Disclosure 102-53	Contact point for questions regarding the report	p. 38	
Disclosure 102-54	Claims of reporting in accordance with the GRI Standards	p. 38	
Disclosure 102-55	GRI content Index	pp. 39–41	
Disclosure 102-56	External assurance	p. 38	
<b>Management approach</b>			
Disclosure 103-1	Explanation of the material topic and its Boundary	p. 12–19	
Disclosure 103-2	The management approach and its components	pp. 22–23	
Disclosure 103-3	Evaluation of the management approach	p. 23	

## Specific standard disclosures

Disclosure	Description	Page number	Comment
<b>Economic Topics (GRI 200 Economic Topics, select those identified as material for PE)</b>			
<b>Stable Financial Performance (GRI 201: Economic Performance)</b>			
Disclosure 201-1	Direct economic value generated and distributed	p. 34	See also PE's annual accounts
<b>Business Ethics (GRI 205: Anti-corruption)</b>			
Disclosure 205-2	Communication and training about anti-corruption policies and procedures	p. 34	
<b>Environmental Topics – (GRI 300 Environmental Topics, select those identified as material for PE)</b>			
<b>Environmental management (GRI 305: Emissions)</b>			
Disclosure 305-1	Direct (Scope 1) GHG Emissions	p. 35	
Disclosure 305-2	Energy indirect (Scope 2) GHG emissions	p. 35	
Disclosure 305-4	GHG emissions intensity	p. 35	Emissions/employee
<b>Supplier assessment (GRI 308: Supplier environmental assessment)</b>			
Disclosure 308-1	New suppliers that were screened using environmental criteria	p. 34	
<b>Social Topics (GRI 400 Social)</b>			
<b>Employee wellbeing (GRI 403: Occupational Health and Safety)</b>			
Disclosure 403-2	Hazard identification, risk assessment, and incident investigation	p. 36	
<b>Equality (GRI 405: Diversity and Equal Opportunity)</b>			
Disclosure 405-1	Diversity of governance bodies and employees	p. 36	
<b>Non-discrimination (GRI 406: Non-discrimination)</b>			
Disclosure 406-1	Incidents of discrimination and corrective actions taken	p. 37	

## Headquarters

Postal address:

Box 47146

SE-100 74 Stockholm, Sweden

Visiting address:

Årstaängsvägen 11

117 43 Stockholm

---

**PE** is one of Sweden's leading engineering and architecture consulting firms. As urban planners, we create innovative and sustainable solutions shaping the development of cities and communities. We are represented throughout Sweden and our annual revenue is in excess of SEK 1 billion. PE was founded in 2006 and is listed on Nasdaq Stockholm. Find out more at **pe.se**.

