



Appendix with sustainability data and GRI index

2017



About the sustainability report

This appendix complements Peab's 2017 sustainability report with sustainability data and GRI index. For the seventh time Peab is presenting its sustainability work according to the reporting standard Global Reporting Initiative (GRI) and it is Peab's belief that the sustainability report to all extents and purposes follows version 4.0, Core. The sustainability report has not been reviewed by a third party from a GRI perspective.

Peab's sustainability report is published annually in April.

THE SCOPE OF THE SUSTAINABILITY REPORT

The report comprises the Group's business in Sweden, Norway and Finland, and all the companies over which Peab has operational control. Based on the materiality analysis the report focuses on the issues that reflect the areas where the business has the most crucial and direct impact from a sustainable perspective.



More information about Peab can be found at www.peab.com

For information about Peab's sustainability work please contact:

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Active memberships

Asis International

ASIS is a non-profit organization for safety managers and other managers in the field of safety. ASIS makes sure that safety management is acknowledged as a profession by the industry, media, authorities and the general public. Peab is a member.

BASTA

BASTA is an industry-wide system that aims to phase out hazardous substances. Peab participates in BASTA's science council.

BEAst

BEAst is a Swedish acronym for the Construction and Property Industry's Electronic Business Standard, and at present there are just over 90 members. It is a meeting place for everything concerning e-commerce B2B, web solutions and e-communication in the industry. A representative from Peab is the chair of the BEAst board.

BIM Alliance

BIM Alliance is a non-profit organization that works for improved community building through BIM (Building Information Modeling) – digital structured information management – by creating networks and disseminating information, as well as developing tools and support. The members consist of a number of different players within the community building sector, including Peab.

Brains & Bricks

Brains & Bricks – B2 – is a center of excellence that focuses on flows of materials and information, as well as support for decision-making and planning, to create the conditions for a cost-efficient construction industry. It is a joint initiative set up by Peab, Linköping University and Katrineholm Municipality.

Byggsvarubedomningen (BVB)

BVB makes assessments of building products from a life cycle perspective. Peab is responsible for the system's criteria group.

Centre for Management of Built environment (CMB)

CMB was formed as a collaboration between Chalmers University of Technology and the Swedish community building sector, and it is now Sweden's biggest forum for management-related issues in the field of community building. Peab is a member of many of the CMB's committees. One representative from Peab is a member of the BIM Management Group.

Comprehensive development of nearly zero-energy municipal service buildings (COMBI)

In Finland Peab is participating in research project COMBI for the purpose of contributing to the development of nearly zero-energy municipal service buildings. The project is led by Tampere University of Technology. Several universities and municipalities participate in the work as a step in achieving EU 2020 energy efficiency targets.

UN Global Compact

Peab signed the UN Global Compact in 2012, and is working strategically with the ten principles of sustainable business in the areas of human rights, labor, the environment and anti-corruption.

Fossil free Sweden

Fossil free Sweden is a platform for dialogue and cooperation between companies, municipalities and other players aimed at making Sweden one of the first fossil free welfare countries in the world. Peab joined the initiative in the first quarter 2018.

GALAXEN BYGG

Galaxen Bygg is the construction sector's own company for preventive work in the work environment and rehabilitation. Peab is represented on the Board of Galaxen, Galaxen Council East, as well as in Galaxen's school group.

The Swedish Centre for Innovation and Quality in the Built Environment

The Swedish Centre for Innovation and Quality in the Built Environment is a

node and catalyst for research, innovation and development in community building. Peab is represented with a place on the board.

Lift Operator training council (LUR)

Peab is a member of LUR, which is an independent body responsible for the content and development of LLP (Lift Operator Curriculum). LUR authorises lift operator training companies that commit to observe LLP and LUR's terms and conditions.

The Nordic Road Association (NVF)

NVF is a trade collaboration with members from the private and public sectors in Denmark, Finland, Faroe Islands, Island, Norway and Sweden that promotes developments in roads, road traffic and transportation. Peab is represented through chairmanship in NVF's Swedish committee for paving.

CONFEDERATION OF SWEDISH ENTERPRISE'S SAFETY DELEGATION

A network for profitable risk management, it is based at the Confederation of Swedish Enterprise. Peab is a member and has also made presentations at member meetings.

SWEDISH ASSOCIATION FOR SUSTAINABLE BUSINESS (NMC)

NMC is a non-profit organization for companies and organizations that wish to improve and stimulate work on sustainable development. The association offers a cross-industry platform and strives to share knowledge, contacts and experiences between companies and organizations. Peab is a member.

CLEAN SOIL NETWORK

The Clean Soil Network is a non-profit organization that aims to promote development in the remediation of contamination in soil and water. The aim is to create greater contact between different groups in society that are affected by the issue, to promote current issues and to collaborate with Nordic and European networks. Peab is a corporate member.

Swedish Standards Institute (SIS)

SIS is a non-profit organization that manages and coordinates standardization in Sweden. SIS is a member and represents Sweden in the European Committee for Standardization CEN and the global organization ISO. Peab is a member in several technical committees.

Smart Built Environment

Smart Built Environment is a strategic innovation program aimed at developing less expensive, faster and more sustainable community building based on the opportunities digitalization provides.

Peab is a member.

Sveby

Sveby is a Swedish acronym for Standardize and Verify Energy Performance in Buildings, and is an industry-wide program that develops tools for agreements on energy utilization. Peab is involved as a financier and is a member of the steering group.

SWEDISH PRECAST CONCRETE FEDERATION

The Swedish Precast Concrete Federation is a meeting place for those who manufacture concrete and those who build with it. The Swedish Precast Concrete Federation is a provider of knowledge that lobbies for the benefits of concrete from a life cycle perspective. Peab is represented on the board and in all committees.

DEVELOPMENT FUND OF THE SWEDISH CONSTRUCTION INDUSTRY (SBUF)

SBUF is the construction industry's own organisation for research and development, with almost 5,000 affiliated companies in Sweden. SBUF strives to develop the construction process in order to create better commercial conditions for contractors and fitters to make use of research and to drive development work. Peab is represented on the Board as Chair and on a couple of the committees.

SWEDISH CONSTRUCTION FEDERATION (BI)

The Swedish Construction Federation (BI) is the industry and employers' organization for the construction industry, with around 3,200 member companies. BI's purpose is to promote the common interests of its member companies as employers and entrepreneurs in the construction industry. Peab holds the position of Chair at BI and has representatives on many of BI's councils/committees, including the energy and environment council and the working environment reference group.

Sweden Green Building Council (SGBC)

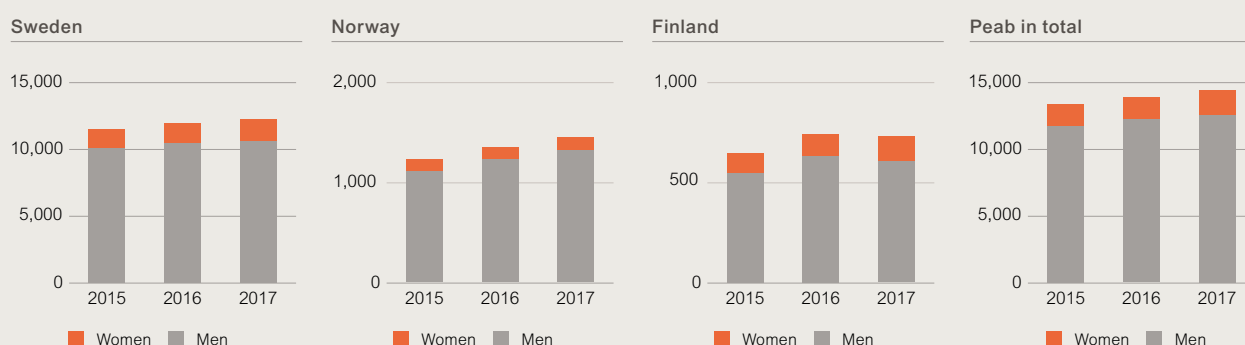
SGBC is a non-profit organization owned by its members, open to all companies and organizations in the Swedish construction and property sector. The association strives to achieve green construction and to develop and influence work on the environment and sustainability in the industry. Peab is involved in most of the SGBC's committees. Peab is also a member of the Norwegian (NGBC) and Finnish (FIGBC) Green Building Councils.

Sustainability data

Employee information

Number of employees per country and gender

The charts show the number of employees annually per 31 December. By the end of 2017 Peab had 14,344 (13,869) employees, of which 12.8 (12.1)% were women.



Employment status all employees

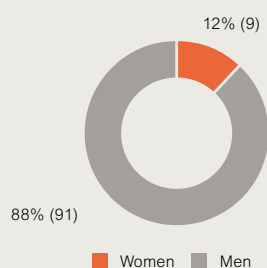
	Women		Men	
	2017	2016	2017	2016
Permanently employed	1,757	1,565	12,058	11,690
Project/temporary employees	87	113	442	501

Employment type for permanently employed

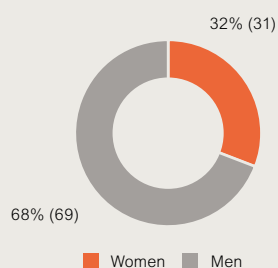
	Women		Men	
	2017	2016	2017	2016
Full time employees	1,666	1,454	11,984	11,610
Part time employees	91	111	74	80

Employees divided by employee category, gender and age

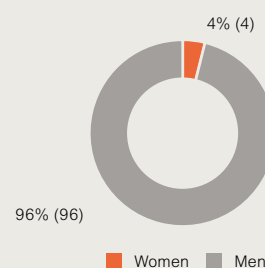
Employees divided by employee category, gender and age



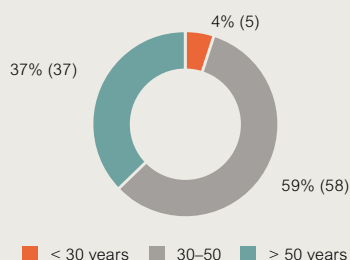
Other white-collar workers per gender



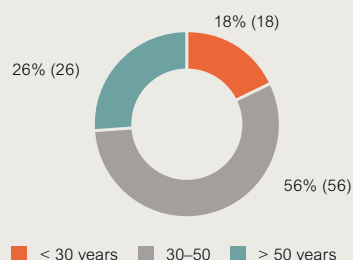
Skilled workers per gender



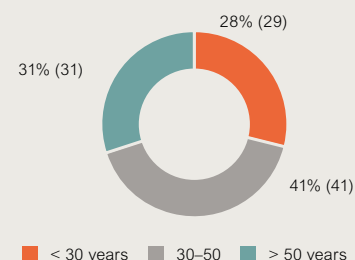
White-collar workers in management by age



Other white-collar workers by age

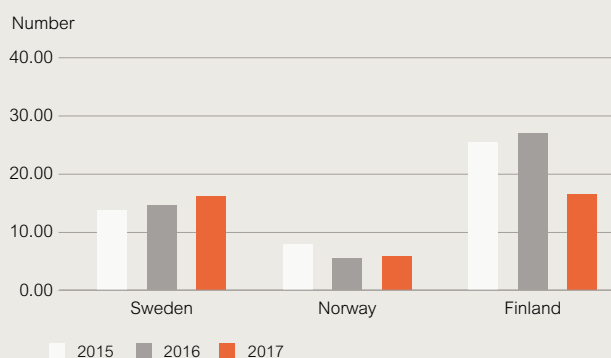


Skilled workers by age



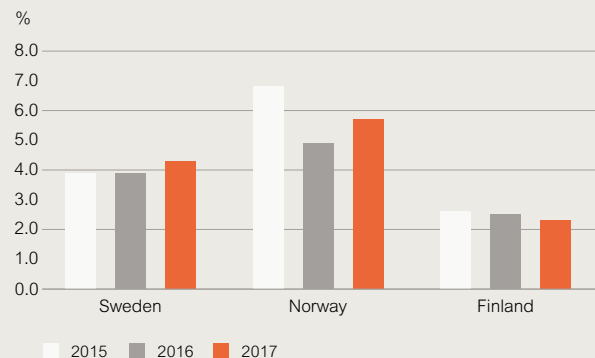
Work accidents and sick leave

Workplace accidents 2015–2017



Each quarter Peab has monitored the Group goal to halve the number of workplace accidents (those that result in at least an 8 hour absence) per million worked hours during the period 2015-2017 as well as the measures taken to achieve the goal. There were no fatal accidents at Peab's workplaces in 2017.

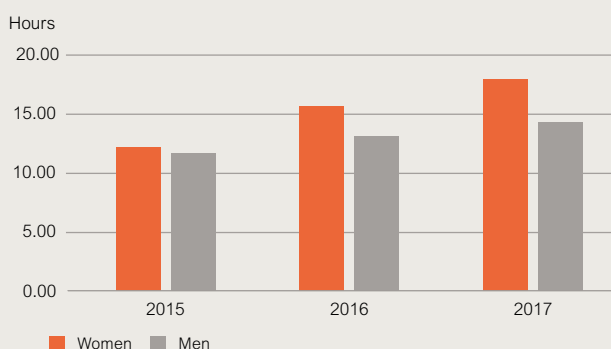
Sick leave 2015–2017



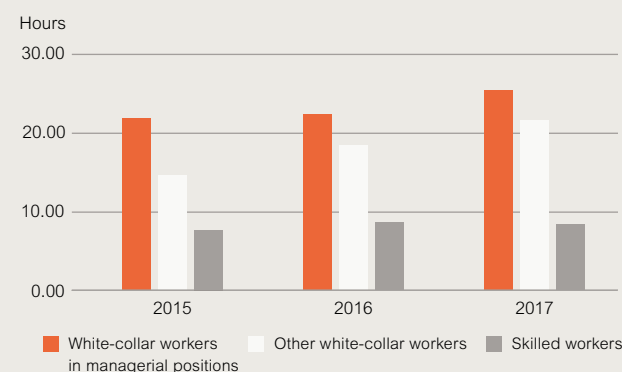
Sick leave refers to total sick leave (short and long term). Work related illnesses among Skilled workers are primarily caused by load factors. The primary reason among white-collar workers is the organizational and social work environment.

Number of training hours

Per employee per gender



Per employee per employee category



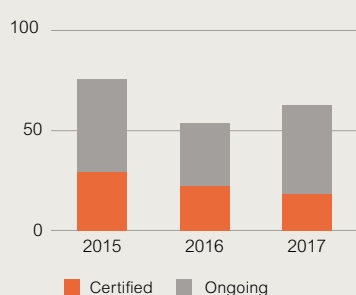
The number of educational hours continues to grow. In 2017, 115 employees went through some form of training every day. The increase is mainly due to the Group's major investment in courses in ethics, anti-corruption and equal treatment as well as the comprehensive educational program on environmental awareness. The result has also been affected by a rising number of employees and more and more courses being digitally registered.

Environmental information

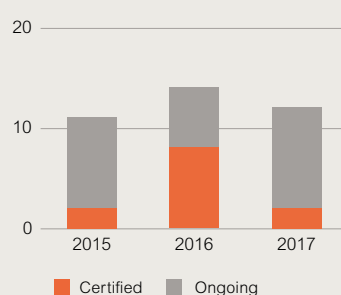
Environmental certification of buildings

The diagram shows the number of projects that are certified or where certification is ongoing. Ongoing means that registration has been made with the responsible certification organ during the current year or previously, and certification is in the pipeline. Certified refers to received certifications that has been received. The preliminary certifications are shown for Miljöbyggnad and BREEAM. The statistics include Peab's own in-house projects where Peab is responsible for certification and projects Peab is building for a customer.

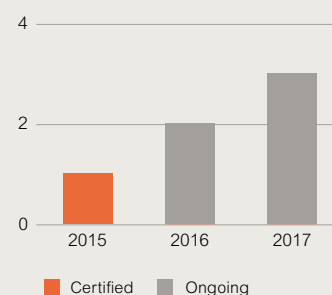
Miljöbyggnad



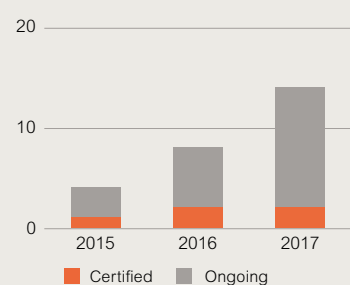
BREEAM



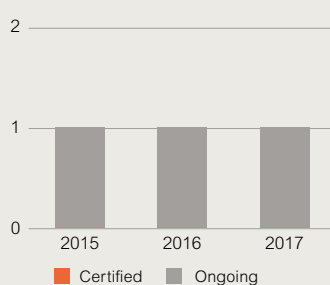
LEED



The Swan

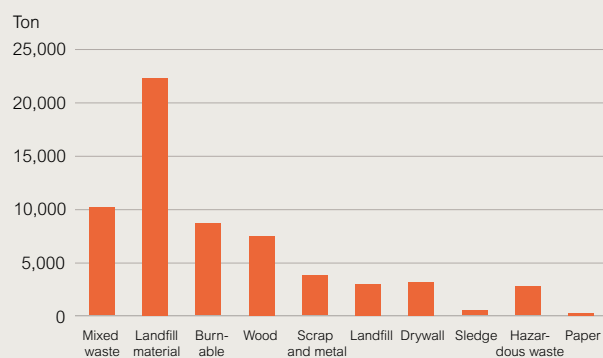


Well Building Standard

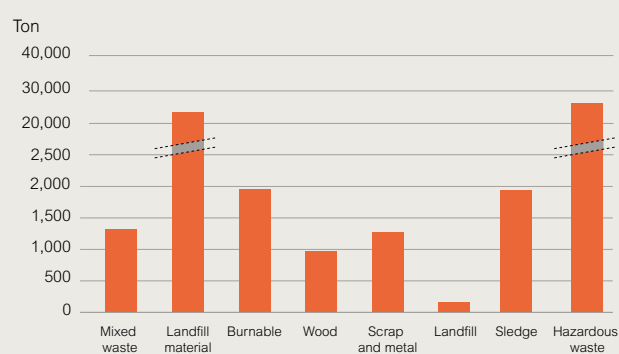


Waste

Business area Construction 2017, 61,503 ton (49,802)



Business area Civil Engineering 2017, 71,929 ton (72,057)



Processing method per fraction, 2017

Fraction	Landfill (%)	Incineration (%)	Recycling (%)
Mixed waste	17	76	7
Landfill material	27		73
Burnable		100	
Wood		100	
Scrap and metal			100
Landfill	100		
Drywall	50		50
Sledge	50		50
Hazardous waste	50	50	
Paper			100

The statistics cover Swedish operations and are limited to the waste handled by Peab's main waste management partners. The bar diagram shows the amount of waste, sorted into fractions, from business areas Construction and Civil Engineering. The table shows how the sorted fractions are then handled by Peab's main waste management partners.

CO₂ emissions

Ton CO ₂	2017	2016	2015
Scope 1			
Fuel oil	10,313	15,743	23,248
Gasoline	774	677	758
Diesel	42,618	44,183	45,283
Diesel with non-fossil blends	35,462	39,442	37,087
HVO100	34	28	1
Scope 2			
Electricity	1,328	935	945
Scope 3			
Waste management incl. waste transportation	42,990	44,759	152,483
Business trips air travel	1,858	1,723	1,118

The chart shows carbon dioxide emissions (CO₂) for Peab's Swedish business. Emissions from fuel have been calculated with the aid of the GHG Protocol. CO₂ calculations of electricity use are based on EPD from a main contracted supplier. CO₂ for waste has been calculated with a tool developed by the industry. Business trips include air travel booked via Peab's travel agent and CO₂ information for air travel is produced according to the STS Standard.

Energy use

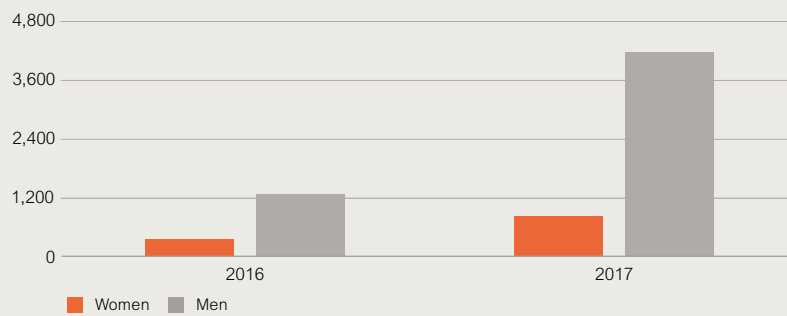
MWh	2017	2016	2015
Electricity	100,600	96,578	97,623
Fuel oil	38,600	58,890	86,963
Non-fossil fuel oil	133,800	83,552	28,718
Gasoline	3,100	2,701	3,079
Ethanol	100	133	200
Diesel	176,300	170,472	174,714
Diesel 5-7% FAME	62,400	111,366	27,980
Diesel 10-50% FAME	138,700	90,820	144,100
HVO100	11,300	771	22
Gas	200		

The statistics include energy use in Swedish operations. Electricity is limited to the electricity purchased from a main supplier. The electricity is environmentally declared and corresponds to an estimated 50 percent of the purchased volume of electricity in Sweden. Statistics for fuel are based on the number of purchased liters. The energy content (MWh) is calculated with the aid of conversion factors from the Swedish Petroleum and Biofuels Institute (SPBI) along with specifications from fuel suppliers.

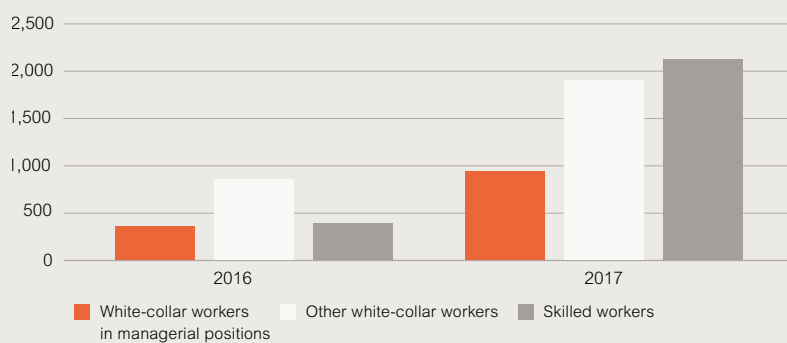
Sustainable data on ethics and anticorruption

Number of employees trained in ethics

Number of employees per gender



Number of employees per employee category



The statistics regarding ethics courses include the number of employees that have gone through the Ethics Round, introduction education and Leading Peab.

GRI Index

The GRI index contains references to Peab's 2017 Annual Report and sustainability report along with information in this appendix.

General standard disclosures

Indicator	Description	Page	Comment
STRATEGY AND ANALYSIS			
G4-1	Statement from the CEO.	2–3	
ORGANIZATION PROFILE			
G4-3	The name of the organization.	Cover	
G4-4	The most important brands, products and services.	4–5, 32–41	
G4-5	Location of the organization's head office.	102	
G4-6	The number of countries where the organization operates.	Cover	
G4-7	Ownership structure and legal form.	Cover, 116	
G4-8	Markets in which the organization operates.	Cover, 4–5	
G4-9	The scale of the organization.	Cover	
G4-10	Total workforce, broken down by type of employment, gender and region.	GRI 5	Subcontractors are not included in the employee statistics.
G4-11	Percentage of total employees covered by collective bargaining agreements.		100% are covered by collective bargaining agreements.
G4-12	The organization's supply chain.	24–27	
G4-13	Material changes regarding the organization's size, ownership or supply chain.	24–27, 32–41	
G4-14	Whether and how the precautionary principle is applied in the organization.	20–23	Environmental work is based on the precautionary principle.
G4-15	External and other initiatives that the organization endorses.	2–3, 12	
G4-16	List of active memberships of organizations.	GRI 3–4	
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES			
G4-17	Group companies included in the report.	GRI 2, 32–41	
G4-18	Processes for defining the content of the report.	12–14	
G4-19	Material aspects identified.	14	
G4-20	Material aspects in the organization.	GRI 2, 12–14	
G4-21	Material aspects outside the organization.	GRI 2, 12–14	
G4-22	Changes in information reported earlier.		There were no revisions/additions of material aspects.
G4-23	Significant changes in the scope and aspect boundaries of the report.		The result indicator G4-LA7 has been removed as it has been identified as non-essential.
COMMUNICATION WITH STAKEHOLDERS			
G4-24	Stakeholder groups with which the organization has contact.	12–13	
G4-25	Principle for identification and selection of stakeholders.	12–13	
G4-26	Method when communicating with stakeholders.	12–13	
G4-27	Important issues raised in stakeholder dialogues.	12–13	
Reporting profile			
G4-28	Reporting period.	GRI 2	
G4-29	Date of publication of the most recent report.	GRI 2	
G4-30	Reporting cycle.	GRI 2	
G4-31	Contact person for the report.	GRI 2	
G4-32	GRI Index.	GRI 6–9	
G4-33	Policy and application regarding external attestation.	GRI 2	
COMPANY GOVERNANCE			
G4-34	Report regarding the governance structure of the organization.	14–15, 110–113	
ETHICS AND INTEGRITY			
G4-56	The organization's values, principles and Code of Conduct.	8, 12–15	

Specific standard disclosures

	Indicator	Indicator	Page	Comment
SOCIAL INDICATORS				
MATERIAL ASPECT: Work environment and safety.	G4-DMA	Management.	14–15	
	G4-LA5	Share of total workforce represented in formal joint management-worker health and safety committees.	15	
	G4-LA6	Injuries, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and gender.	GRI 6	Peab does not divide data based on gender.
MATERIAL ASPECT: Education	G4-DMA	Management.	14–15	
	G4-LA9	Hours of training per year by employee category and gender.	GRI 6	
	G4-LA11	Share of employees receiving regular performance and career development reviews, by employee category and gender.	17–18	Peab does not divide data based on gender.
MATERIAL ASPECT: Diversity and equal opportunity	G4-DMA	Management.	14–15	
	G4-LA12	Composition of governance bodies and employees.	114–115, GRI 5–6	Minority groups are not reported, in accordance with Swedish law.
MATERIAL ASPECT: Equal remuneration for women and men	G4-DMA	Management.	14–15	
	G4-LA13	Ratio of basic salary and remuneration of women to men by employee category.	19	
MATERIAL ASPECT: Anti-corruption	G4-DMA	Management.	14–15	
	G4-SO4	Communication and training concerning anti-corruption.	24–27, GRI 9	
	G4-SO5	Confirmed incidents of corruption and actions taken.	27	
MATERIAL ASPECT: Anti-competitive behavior	G4-DMA	Management.	14–15	
	G4-SO7	Legal actions taken against anti-competitive behavior.	27	
MATERIAL ASPECT: Product and service marketing	G4-DMA	Management.	14–15	
	G4-PR5	Results of surveys measuring customer satisfaction.	25	
ENVIRONMENTAL INDICATORS				
MATERIAL ASPECT: Materials	G4-DMA	Management.	14–15	
	G4-EN2	Share of materials used that are recycled input materials.	22–23, GRI 7–8	Information is available for parts of the organization.
MATERIAL ASPECT: Energy	G4-DMA	Management.	14–15	
	G4-EN3	Energy consumption in the organization.	GRI 8	Use of fuel and electricity is reported for Sweden, and partly Finland.
	G4-EN6	Reduction of energy consumption.	21	
MATERIAL ASPECT: Emissions	G4-DMA	Management.	14–15	
	G4-EN15	Direct greenhouse gas emissions (GHG), scope 1.	GRI 8	
	G4-EN16	Energy indirect greenhouse gas emissions (GHG), scope 2.	GRI 8	
	G4-EN17	Other indirect greenhouse gas emissions (GHG), scope 3.	GRI 8	
	G4-EN19	Reduction of greenhouse gas emissions.	20–22	
MATERIAL ASPECT: Effluents and waste	G4-DMA	Management.	14–15	
	G4-EN23	Total weight of waste by type and disposal method.	GRI 7–8	Information is available for parts of the organization.
MATERIAL ASPECT: Products and services	G4-DMA	Management.	14–15	
	G4-EN27	Extent of reduced environmental impact from products and services.	20–23, GRI 7	
SECTOR SPECIFIC MATERIAL ASPECT: Product and service labeling	G4-DMA	Management.	14–15	
	CRE8	Type and number of sustainability certifications, rating and labeling for new construction, management, operation and renovation.	GRI 7	

Global Compact principles

Peab's sustainability report is also the company's report to the UN Global Compact, Communication on Progress.

Area	Principles	Page
Human rights	1. Businesses should support and respect the protection of internationally proclaimed human rights; and	24–27
	2. make sure that they are not complicit in human rights abuses.	16–19, 24–27
Labor	3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	16–19
	4. the elimination of all forms of forced and compulsory labor;	16–19, 24–27
	5. the effective abolition of child labor; and	16–19, 24–27
	6. the elimination of discrimination in respect to employment and occupation.	16–19
Environment	7. Businesses should support a precautionary approach to environmental challenges;	20–23; GRI 6
	8. undertake initiatives to promote greater environmental responsibility; and	20–23
	9. encourage the development and diffusion of environmentally friendly technologies.	20–23
Anti-corruption	10. Businesses should work against corruption in all its forms, including extortion and bribery.	24–27