



# ESG REPORT | 2023

**ACTIV**  
INVESTMENT

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# LETTER FROM CEO



# Dear Stakeholders



**THOMAS  
PODSTAWSKI**

CEO  
**ACTIV INVESTMENT**

As such, we make it a point to minimize our impact on the environment and continuously seek out innovative and sustainable solutions in our daily operations.

We prioritize the green standard of our investments, ensuring that they align with our commitment to sustainability.

One tangible demonstration of our dedication to sustainable practices is the **BREEAM certifications awarded to our newly constructed buildings.**

These certifications validate our efforts and serve as a testament to our ongoing commitment to environmental responsibility.

Furthermore, the report provides a detailed description of the key elements crucial to our company's strategy in terms of organizational structure and the products we offer.

It is with great pleasure that we present to you a report summarizing the activities of ACTIV INVESTMENT in the field of sustainable development.

As the CEO of our organization, I recognize the growing significance of intensifying efforts in the area of ESG (Environmental, Social, and Governance). It is becoming increasingly evident in our business environment that this is a crucial area to focus on.

In light of this, we have dedicated ourselves to analyzing our current operations and formulating a comprehensive strategy for organizational and product development.

At ACTIV INVESTMENT, we are committed to executing investments in a trustworthy manner while upholding high standards, particularly in the area of ESG.

These elements are undertaken as part of our sustainable approach to environmental protection, our commitment to social responsibility, and the implementation of best practices in corporate governance.

At ACTIV INVESTMENT, we take pride in being a trusted partner in the market, as evidenced by the satisfaction of thousands of our customers. This success can be attributed to the dedicated team of experts and specialists at ACTIV INVESTMENT, as well as our extensive network of business partners. Without their invaluable contributions, we would not have achieved the remarkable milestones we have reached.

I invite you to delve into the report, which encapsulates our unwavering commitment to sustainable development and our passion for creating a positive impact.

**Thank you for your time and interest!**

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# ABOUT ACTIV INVESTMENT





a local experience with an European perspective

# about us

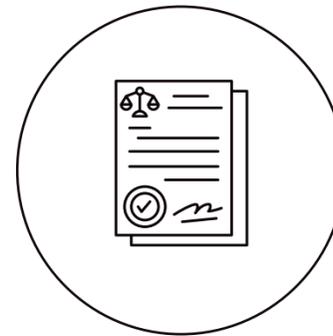
Activ Investment Sp. z o. o. is a family company that has been operating continuously on the real estate market in Poland since 1996. Founded by the architect Peter Podstawski, it is part of the Podstawski Group of companies, which implements investments, e.g. in Poland, Switzerland and Germany.

The showcase of the company are the completed investments in Kraków, Wrocław and Silesia. The company has facilities in Kraków, Wrocław and Katowice.

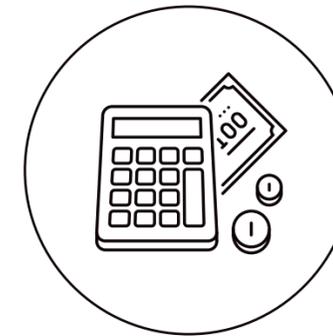
The structure of the group employs over 100 qualified employees who comprehensively deal with the implementation of the investment, from the moment of checking and preparing the plot to the construction and handing over of apartments. In this way, we have full control over the entire investment process.

# our departments

legal department



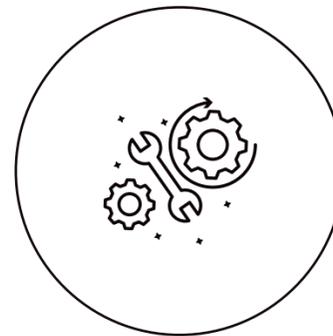
finance and accounting departments



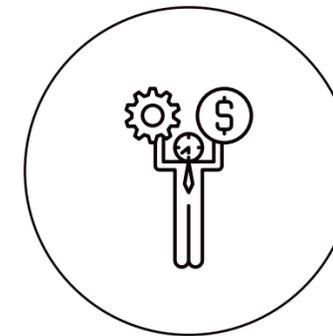
project analysis and coordination department



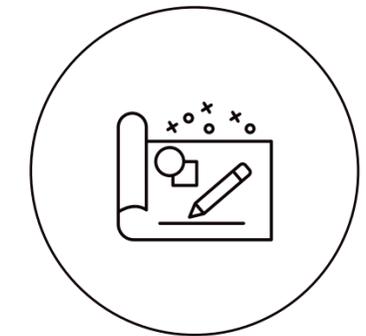
investment implementation department



sales department



marketing department



# completed investments



**WROCLAW**  
**Braniborska**  
**Street**

**Years of construction:**  
2018 – 2021  
**Number of flats:** 319  
**Living area:** 11.900 m<sup>2</sup>



**KRAKÓW**  
**Banacha Street**

**Years of construction:**  
2015 – 2019  
**Number of flats:** 239  
**Living area:** 10.500 m<sup>2</sup>



  
**KRAKÓW**  
**Konopnickiej**  
**Street**

**Years of construction:**  
2016 – 2018  
**Number of flats:** 345  
**Living area:** 13.600 m<sup>2</sup>

# completed investments



**KRAKÓW**  
**Wadowicka Street**

**Years of construction:**  
2018 – 2021  
**Number of flats:** 196  
**Living area:** 8.200 m<sup>2</sup>



  
**KRAKÓW**  
**Mogilska Street**

**Years of construction:**  
2016 – 2021  
**Number of flats:** 305  
**Living area:** 11.500 m<sup>2</sup>



  
**KATOWICE**  
**Mikołowska Street**

**Years of construction:**  
2020 – 2023  
**Number of flats:** 353  
**Living area:** 14.700 m<sup>2</sup>

# planned investments



BREEAM®



**KRAKÓW**  
**Dąbska Street**

**Years of construction:**  
 2023 - 2025  
**Number of units:** 152  
**Unit area:** 2.819 m<sup>2</sup>

**KRAKÓW**  
**Olszecka Street**

**Years of construction:**  
 2023 - 2025  
**Number of units:** 180  
**Unit area:** 4.616 m<sup>2</sup>



BREEAM®

  
**KRAKÓW**  
**Langiewicza Street**

**Years of construction:**  
 2023 - 2025  
**Number of units:** 315  
**Unit area:** 6.269 m<sup>2</sup>



BREEAM®

# planned investments

BREEAM®



WARSAWA

Pałuków Street

Years of construction: 2023 – 2025

Number of flats: 316

Living area: 13.182 m<sup>2</sup>



BREEAM®



Łódź

Hipoteczna Street

Years of construction: 2023 – 2025

Number of flats: 1.179

Living area: 51.560 m<sup>2</sup>



areas of our activity

# residential construction

**We have been successfully implementing housing investments in the largest Polish cities since 1996, in which we have sold over 6.600 apartments and commercial premises, and almost 1.000 are under construction.**

The functionality and comfort of the apartments is one of the most important requirements we set for our designers. The solutions they propose are supported by many years of experience, thanks to which the space is designed in an optimal and comfortable way.

We make sure that the layout of the rooms allows for the freedom of interior design and adaptation of the premises to the individual needs of the residents.

We also pay special attention to the fact that our **investments are environmentally friendly and are optimally integrated into the surrounding buildings and green areas, creating a harmonious whole.**

Each of our investments is accompanied by numerous new greenery plantings, as well as places for recreation and common rest of residents.

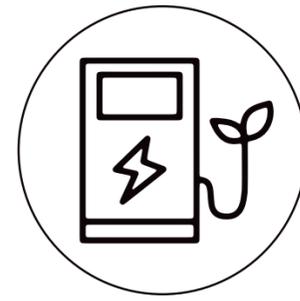
since  
1996

6.600  
apartments  
sold

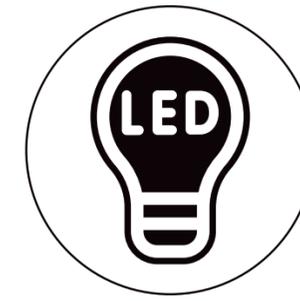
1.000  
under  
construction



# implementation in our new estates



chargers  
for electric cars



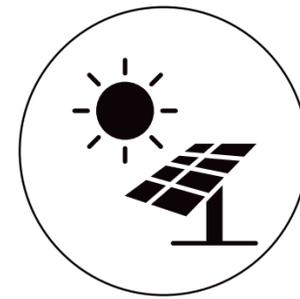
LED lighting



green roofs  
of buildings



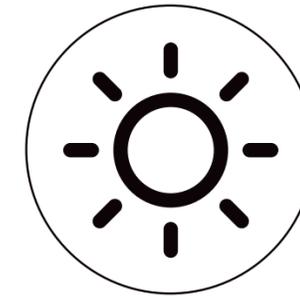
numerous planting of trees,  
shrubs and ornamental grasses



photovoltaic (PV)



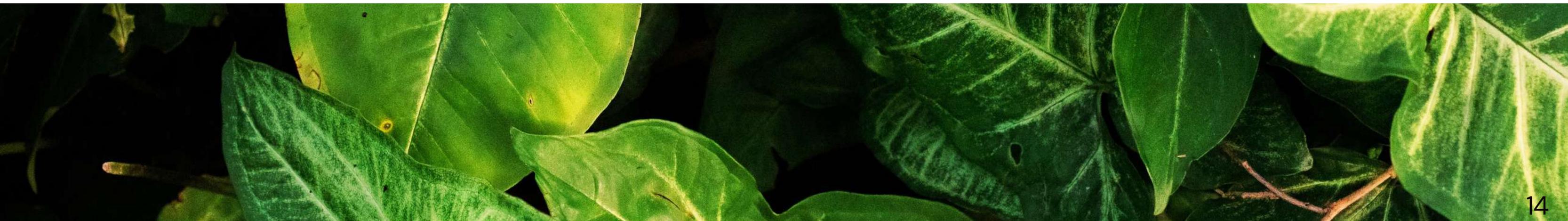
places  
for bicycles



lighting for motion  
and twilight sensors



home green gardens





27  
years  
of  
operations

BREEAM  
certification

*As a developer operating for over 27 years, we have experience in implementing residential investments, constantly looking for new ways of development.*

Responding to the needs of the market, we are implementing a unique project for Zeitgeist Asset Management (a company specializing in development services and asset management for private and institutional investors).



# investment funds

As part of the project at Raclawicka Street in Kraków, a building will be built, which will house serviced apartments rented for a short period of time, as well as premises intended for student accommodation. Completion of the investment is planned for 2024. The building will then be handed over to the subsidiary Zeitraum, which will act as the operator.

The project is being built under BREEAM certification.

Our goal for the coming years is to expand our activities in the field of cooperation with investment funds and to develop the PRS sector in Poland.

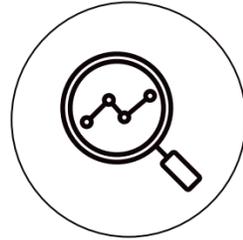
# business offer

ACTIV INVESTMENT is an experienced and trustworthy developer. We consider ourselves a reliable partner, which is confirmed by the fact that all our investments have been completed and commissioned.

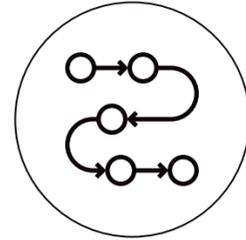


# business offer

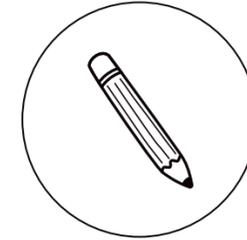
Comprehensive real estate analysis in terms of development activity.



Execution of a complete construction project.



Cooperation with valued and experienced architectural studios throughout Poland.



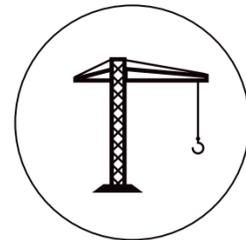
Sale of residential and commercial premises.



Obtaining building permits for construction and handling all procedures related to the launch of projects.



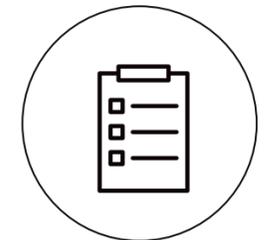
Construction of residential real estate in both sectors for sale and for rent.



Analysis, cost optimization by internal departments.



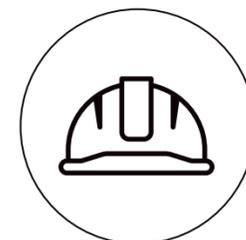
Reporting in English, German and Polish.



Purchase of plots in attractive locations.



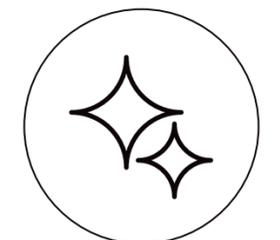
Supervising and coordinating construction projects, also turnkey projects, including interior design.



Obtaining building occupancy permits.



Marketing of development projects.



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# COMMITMENTS

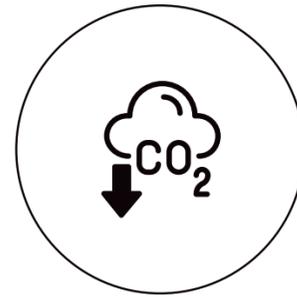


# commitments

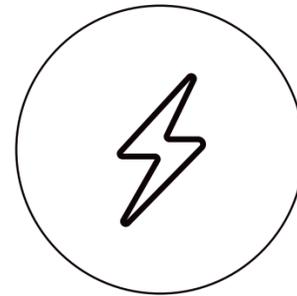
At ACTIV INVESTMENT, we have already developed certain standards in the environment, social and governance areas. At the same time, we are aware of the fact that ESG activities imply constant change.

These involve improving processes, setting ambitious goals and expanding our knowledge of topics related to the sustainability area – both on an organisational and environmental level.

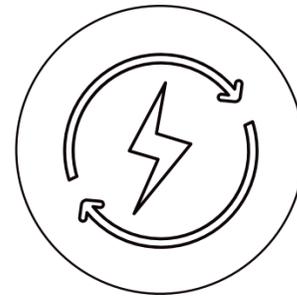
We are already working to improve the environmental performance of our investments. However, we would like to go a step further and commit to even greater commitment to these issues.



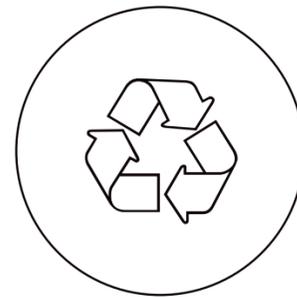
Planned CO2 emissions/m2 year, **savings of at least 40%**, compared to BREEAM reference buildings.



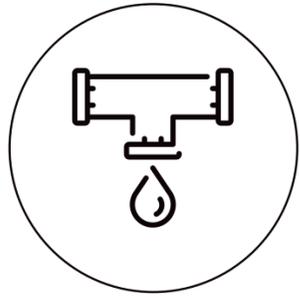
Primary energy of the building, **saving at least 40%** compared to the BREEAM reference building.



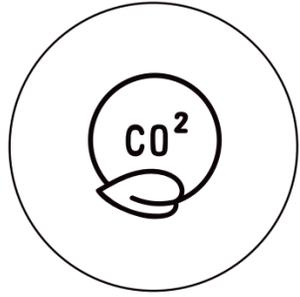
Usable energy of the building, **saving at least 50%** compared to the BREEAM reference building.



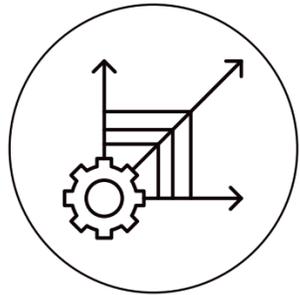
The share of waste sent for **recycling at the level of 70%**.



Water consumption, **saving at least 50%** compared to the reference building.



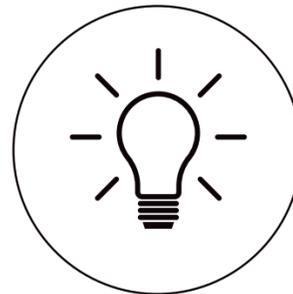
Embodied carbon footprint **up to 500 kgCO2e/m<sup>2</sup>**.



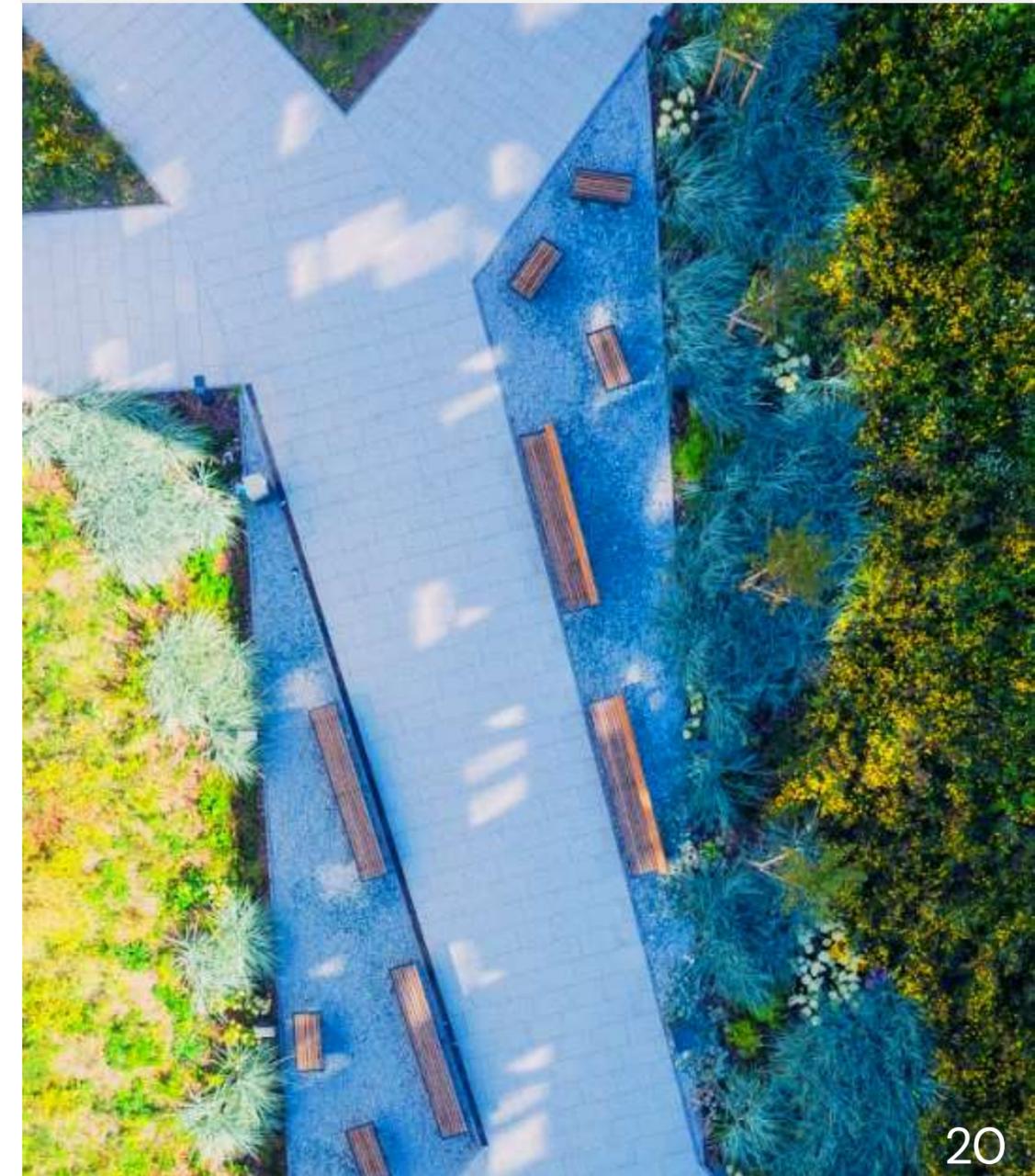
Operational carbon footprint **less than 80 kgCO2e/m<sup>2</sup>**.

Energy efficiency proven by obtaining a minimum of **60% BREEAM points in the energy category**.

Ecological value - numerous plantings of trees, shrubs and ornamental grasses meeting the recommendations of independently appointed ecologists for each project (**min 75% of recommendations**).



# commitments



# next steps

- 1 ■ **Sustainability brief** (i.e. functional/design guidelines, material/technology standards) and sustainability objectives (including target BREEAM rating, business objectives, etc.).
- 2 ■ **An access strategy**, taking into account all modes of access according to the function of the buildings and users (existing and planned), together with a package of measures that will be applied to minimise the use of individual car transport models.
- 3 ■ A sustainable **procurement policy**, i.e. a policy and procedure that sets out the procurement requirements for all suppliers and trades to be followed for the responsible sourcing of construction products.
- 4 ■ **A material efficiency strategy**, which identifies possible measures to optimise material efficiency in order to minimise the environmental impact of material use and waste without compromising the structural stability, durability or service life of the building.
- 5 ■ **Waste production monitoring**/pre-demolition audit, a procedure for dealing with the demolition of existing structures or pavements in the area of the planned project.
- 6 ■ **Climate change adaptation strategy**, a strategy of measures to mitigate the impact of extreme weather conditions resulting from climate change over the lifetime of the building.
- 7 ■ **Functional change adaptation strategy**, a strategy of actions to address future changes in the use of the building over its lifetime.

# Global Compact

At company level, we also want to be active market participants consciously creating a safe, fair and human-friendly world. This is why we plan to join the UN Global Compact over the coming year.

This obliges us to incorporate into our strategy, policies and procedures and, above all, to adhere to the Ten Principles of the UN Global Compact.

In partnership with this organisation, we want to build not only sustainable facilities, but also our own knowledge, awareness and corporate responsibility.

## 01

Businesses should support and respect the protection of internationally proclaimed human rights.

## 02

Make sure that they are not complicit in human rights abuses.

## 05

The effective abolition of child labour.

## 08

Undertake initiatives to promote greater environmental responsibility.

# The Ten Principles of the UN Global Compact

## 03

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

## 06

The elimination of discrimination in respect of employment and occupation.

## 09

Encourage the development and diffusion of environmentally friendly technologies.

## 04

The elimination of all forms of forced and compulsory labour.

## 07

Businesses should support a precautionary approach to environmental challenges.

## 10

Businesses should work against corruption in all its forms, including extortion and bribery.

4

# ESG KEY DATA



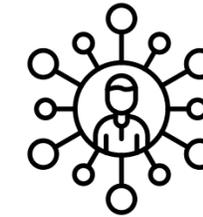
# about ESG

The concept of sustainability is permanently embedded in ACTIV INVESTMENT's operating strategy.

**We strive to ensure that our activities provide value both for our partners and for future generations.**

We build first and foremost for people by creating places for them to live with excellent communication, in the vicinity of green areas and all the amenities of urban life.

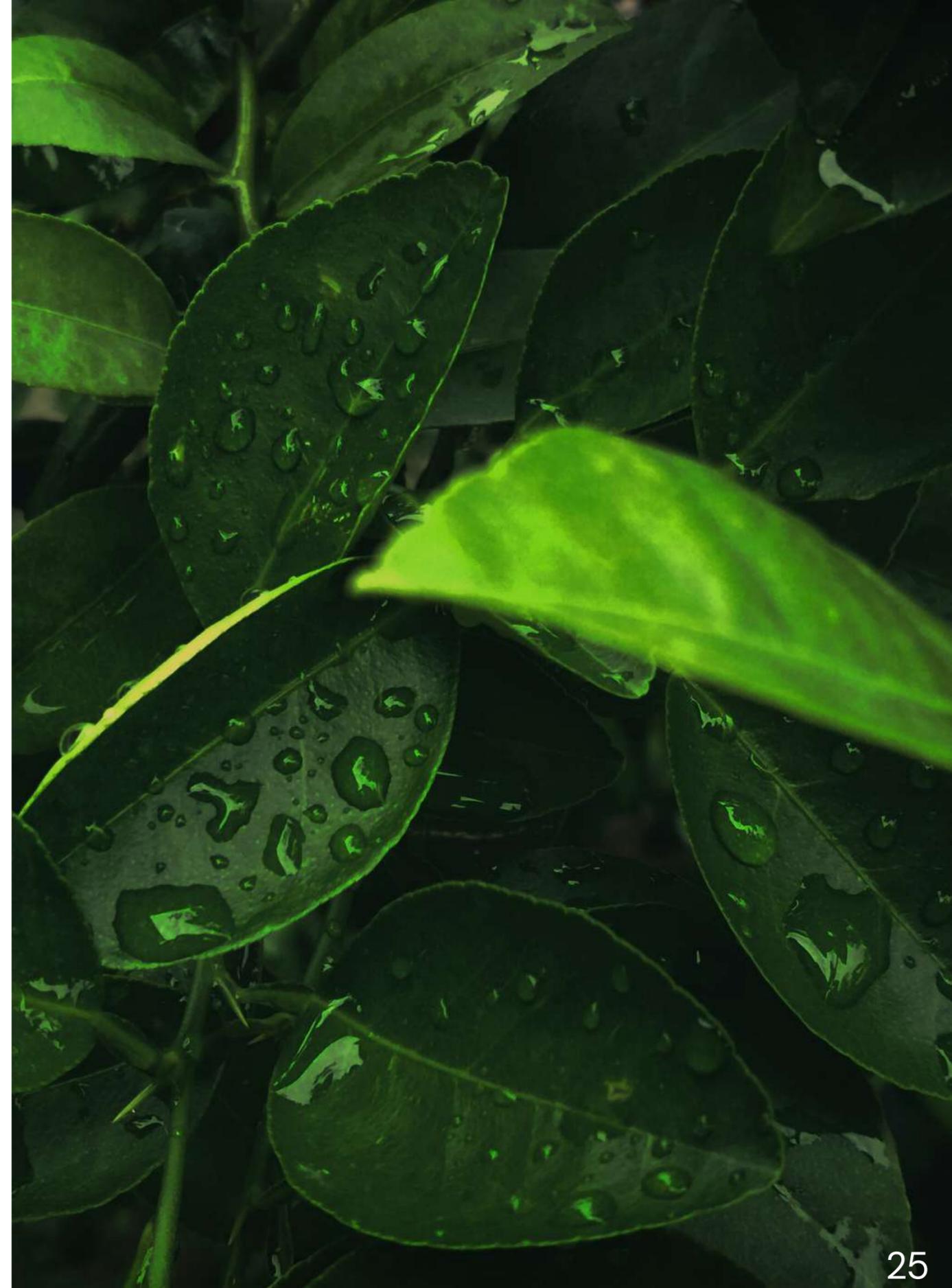
However, we do not calculate our success in terms of square metres. We focus on the satisfaction of our team, our partners and, above all, the end users.



ENVIRONMENTAL	SOCIAL	GOVERNANCE
reduction of greenhouse gas emissions	protection of Human Rights	counteracting corruption, extortion and bribery
protection of biodiversity	elimination of all forms of slavery and forced labour	safety in the workplace
sustainable use of natural resources		
renewable energy sources		

5

# ENVIRONMENT





We are aware of the importance of caring for the natural environment, which is why we take environmental protection factors into account at the investment design stage.

This includes aspects such as the reduction of greenhouse gas emissions, the protection of biodiversity and the sustainable use of natural resources.

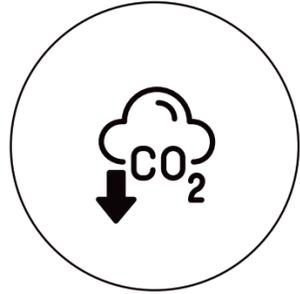
**The confirmation of the green technologies used in ACTIV INVESTMENT investments is the preparation of all new buildings for certification in the BREEAM system.**

When creating housing estates, we care not only about the buildings, but also about their friendly surroundings.

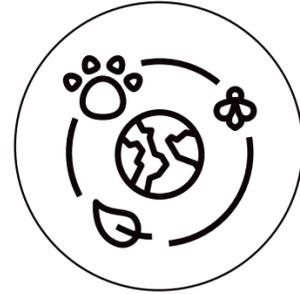
We are aware that as a company operating on the residential real estate market, we bear a great responsibility for living spaces for thousands of people.

Therefore, our environmental activities focus mainly on the implementation of investments in a sustainable manner, with minimal impact on the natural environment.

# environmental initiatives



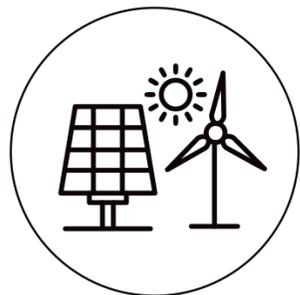
reduction of greenhouse gas emissions



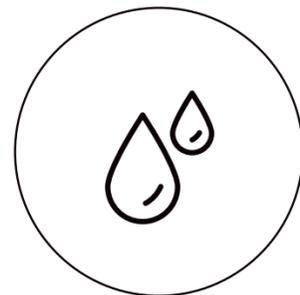
biodiversity protection



sustainable use of natural resources



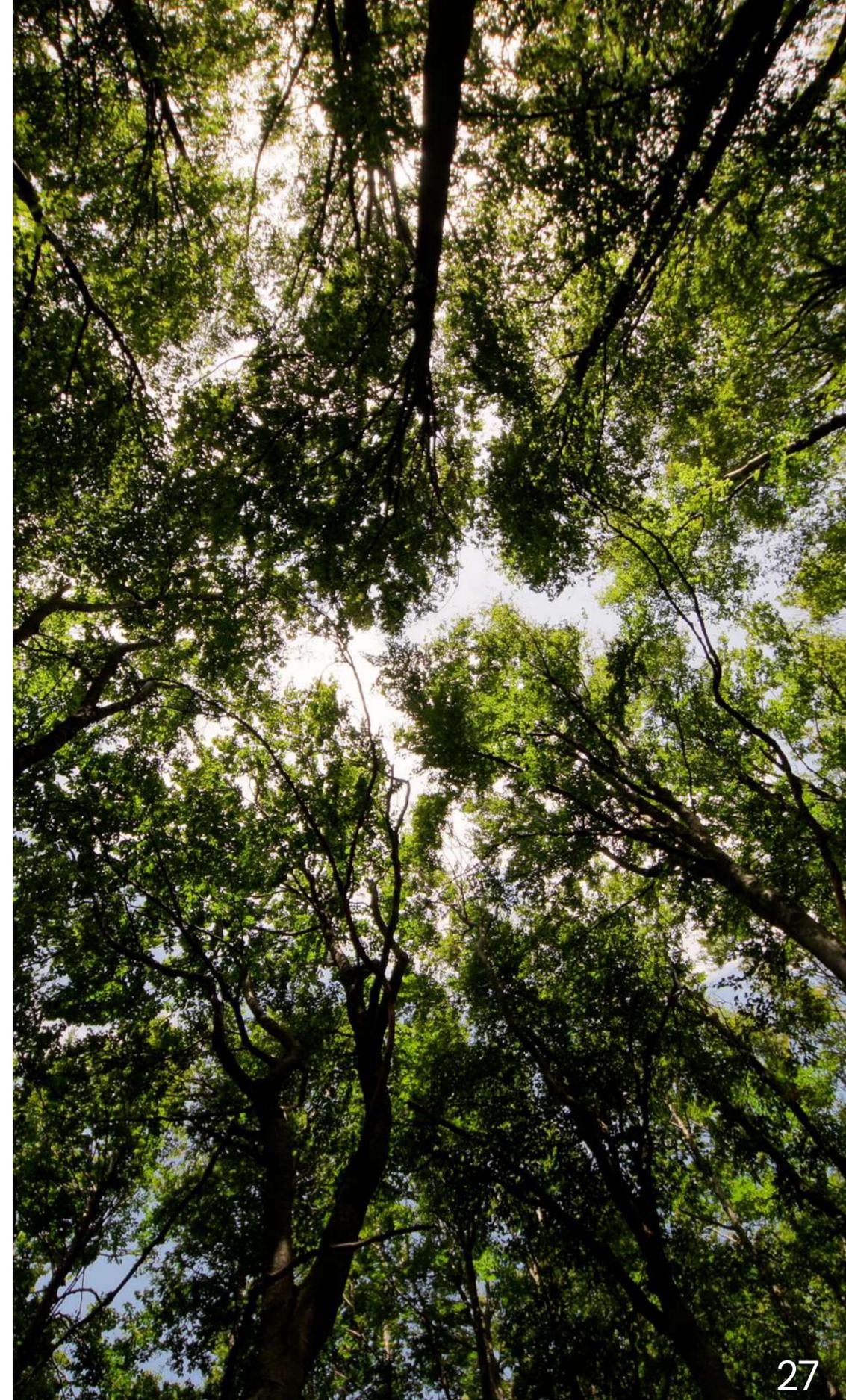
renewable energy sources



reduction of water consumption



reduction of waste production





We implement ACTIV INVESTMENT's new buildings with a view to ensuring the highest possible level of energy efficiency. The result of the measures taken is:

- a reduction in costs resulting from the purchase of electricity and heat,
- reduction in CO<sub>2</sub> emissions,
- greater resilience and adaptability to climate change.

## energy

On the basis of a detailed analysis of buildings, including the optimisation of the functioning of the facility and its systems, we aim to improve the energy efficiency of investments made by ACTIV INVESTMENT.

The activities undertaken by ACTIV INVESTMENT cover both the design stage and the stage of construction and ongoing operation of facilities. Depending on the conditions of a given investment, improvement of energy efficiency is implemented through individual activities.

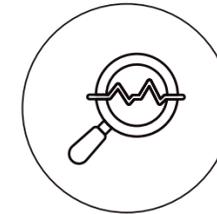
# energy efficiency improvement



detailed building analysis



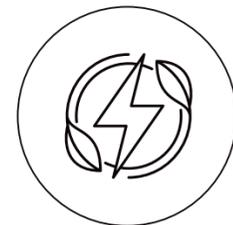
optimisation of building systems



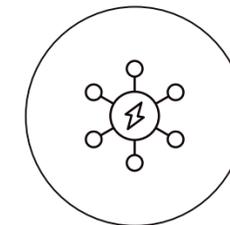
ongoing monitoring of utility consumption



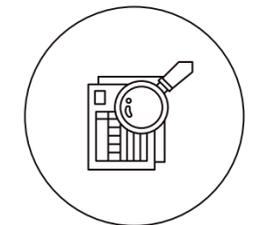
accurate metering of electricity and water consumption systems



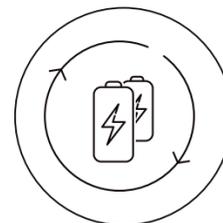
the selection of appropriate lighting systems, the use of lighting equipped, with motion and twilight detectors



carrying out leakage tests and thermographic analyses in the post-construction phase



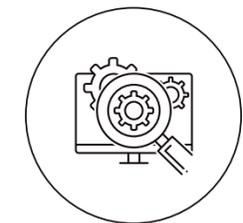
generation of energy from renewable sources



carrying out energy performance of buildings



optimisation of the lift systems



# building lifecycle emissions

For ACTIV INVESTMENT's investments, Life Cycle Assessment (LCA) are carried out, which gives us the opportunity to consciously introduce low-emission solutions. In addition, it has been decided to check the emissivity of the entire company using the GHG Protocol methodology (Scopes 1+2), in the following years it is possible that calculations will be made for Scope 3.

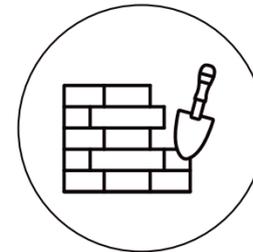
When realising spaces dedicated to living for thousands of people, we also take care to ensure that our actions are responsive to the needs of local residents.

# low-carbon solutions

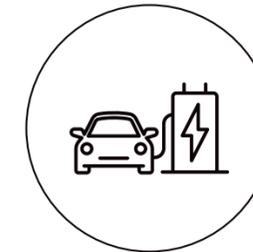
On the basis of the aforementioned analyses of the carbon footprint of buildings and the company, we consciously introduce low-carbon solutions, contributing to reducing the negative impact on progressive climate change.

The decarbonisation of ACTIV INVESTMENT's investments is achieved through a number of measures as:

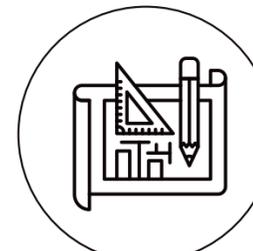
Designing buildings taking into account the carbon performance of individual materials and construction processes.



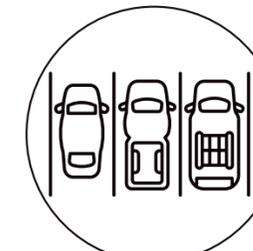
Providing charging stations for electric cars, supporting building users who value low-emission solutions.



Use of EPD-certified materials.



Adjusting the number of parking spaces at the facilities on the basis of the public transport accessibility index.



# renewable energy sources



Installing and obtaining energy from renewable sources is playing an increasingly important role.

As a residential developer, we act responsibly and ensure that our investments are carried out in a sustainable manner, maintaining high standards.

Therefore, we already carry out analyses of renewable energy solutions for almost half of the facilities under construction in order to implement the recommendations resulting from the analyses in the projects.

Renewable energy sources, mainly photovoltaic panels, are increasingly being installed on our new housing estates.

Thanks to such solutions, we protect and care for natural resources, and the spaces we create become environmentally friendly.



# waste

During the construction of ACTIV INVESTMENT's residential buildings, factors concerning the reduction of waste production are also taken into account.

As early as the construction stage, we pay attention to the issue of waste, through measures such as:

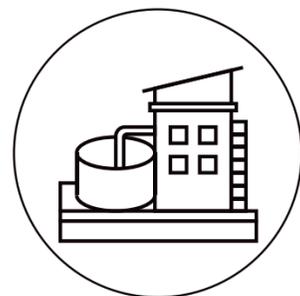
- keeping waste records, according to which waste targets are set and a Waste Management Plan for the construction site,
- carrying out recycling and waste segregation.

Furthermore, in the vicinity of the buildings commissioned by ACTIV INVESTMENT, appropriately marked and easily accessible waste storage areas are provided.

# water

ACTIV INVESTMENT introduces a number of measures to minimise water consumption and improve the overall management of water resources. The above objectives are realised through specific technical solutions and analyses performed at the design stage.

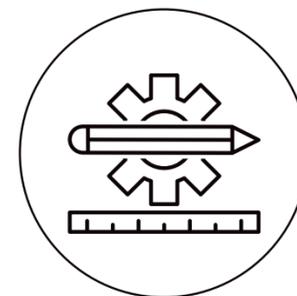
Monitoring of water consumption is carried out on all projects under construction. Metering of utilities is a factor that influences more conscious use, so each of our facilities is equipped with a building water consumption meter.



monitoring  
water consumption

**In addition, in most cases the meters installed have the ability to connect to a Building Management System (BMS) at the main water source and in areas with water consumption above 10%.**

We make calculations of the potential savings in potable water, based on the flows of the sanitary appliances included in the designs. In our buildings, we use solutions that contribute to a more rational use of water (for example water-saving fittings).



design  
saving water

Another element to which we pay attention is the introduction of solutions to prevent and reduce the occurrence of possible failures and accidental leaks. We do this, for example, by providing water shut-off devices that could interrupt the flow in the event of non-use or by designing leak detection systems.

In addition, we are active in water conservation and reuse. In part of the project, we have used solutions such as rainwater harvesting tanks.



water conservation  
and reuse



# environmental guidelines for purchasing building materials

Environmental measures also include the conscious sourcing of materials for the construction of developments.

**Sustainable procurement plans are being developed for ACTIV INVESTMENT's properties to support responsible sourcing of construction products, for example by using materials with Environmental Product Declarations (EPD).**

Among the requirements applicable to all developments is the prohibition on asbestos-containing materials and the requirement to use only timber of legal origin.

Adaptation to functional change analyses are also carried out on individual projects, with the aim of adapting the facilities to potential changes in function or use, taking into account the principles of the circular economy.

# biodiversity

In carrying out our successive projects, we make every effort to preserve the biodiversity of the land on which these developments are built.

The plots are analysed by a qualified ecologist, who assesses the environmental value of the site and presents a strategy for maintaining or improving the level of biodiversity.

The specialist also makes recommendations for additional measures, such as planting greenery, building feeders or nesting boxes, which will significantly improve biodiversity.

**Environmental Management Plans are drawn up, which, among other things, serve as a tool for monitoring the implementation of environmental conditions and confirming compliance with legal requirements and recommending further measures to protect biodiversity.**

We try not to interfere with the biodiversity of the sites, which is reflected in the fact that we aim to keep the plots of land on which we carry out our investments low in ecological value and that most of the projects carried out are carried out on land that is at least 75% previously developed. We also take measures through which we protect all elements of ecological value at every stage of construction.



# independent verification – BREEAM certification

We operate in a responsible and sustainable manner, as evidenced by our efforts to achieve the highest scores under BREEAM certification. **Since 2022, our developments have been prepared in accordance with the highest standards of the environmental rating system for buildings.**

Through this endeavour, we are standardising our properties and are in full control of what ESG solutions will be applied to our projects.



# risk analysis

Climate change is one of the greatest environmental, social and economic threats. Understanding and preparing for the consequences of these changes is an essential element for the real estate sector.

ACTIV INVESTMENT wants to meet these increasingly pressing challenges.

Accordingly, we perform a climate change adaptation strategy and carry out flood risk assessments for our investments.

Appropriate climate risk management is just as important for us as a housing developer as it is for the residents of the developments we build.

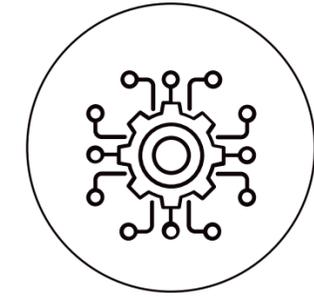
# EU Taxonomy Guidelines

When preparing the specifications of the facilities, we also take into account the requirements of non-financial reporting, in particular Taxonomy (i.e. Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on establishing a framework to facilitate sustainable investments, amending Regulation (EU) 2019/2088). The taxonomy defines the criteria for evaluating buildings against six environmental objectives. The method of implementation and the technical standard of ACTIV INVESTMENT facilities take into account the guidelines of the Taxonomy in each of the areas subject to assessment.



## A SIGNIFICANT CONTRIBUTION TO CLIMATE CHANGE MITIGATION

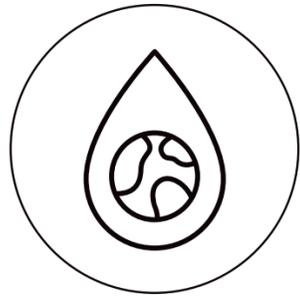
In each of the facilities under construction, we analyze the possibility of reducing the demand for primary energy. After the construction is completed, the buildings are subjected to thermal tests. The global warming potential coefficient is also calculated for the entire life cycle of the building, including the built-in carbon footprint.



## ADAPTATION TO CLIMATE CHANGES

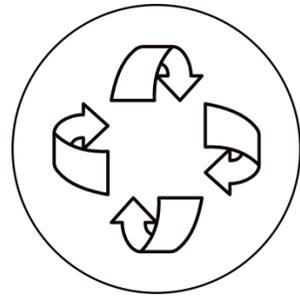
During the implementation of our investments, we examine selected aspects related to climate risks. As the next step, we are considering the implementation of an assessment of physical climate risks together with an assessment of the possibility of introducing solutions enabling adaptation to climate change.





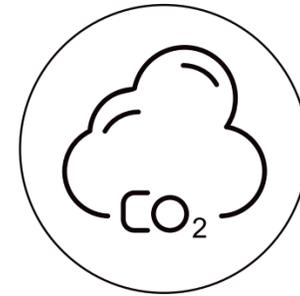
### SUSTAINABLE USE AND PROTECTION OF WATER AND MARINE RESOURCES

We introduce requirements for water fittings on our investments, in accordance with the BREEAM International New Construction v6 methodology, which are more stringent than those presented in the Taxonomy.



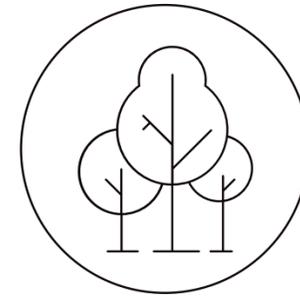
### TRANSITION TO A CIRCULAR ECONOMY

In accordance with the ACTIV INVESTMENT standard, all newly built investments have detailed waste management guidelines. In particular, they include requirements on the amount and type of waste generated during the construction phase that must be recycled. The level of recycling on construction sites run by ACTIV INVESTMENT in 2022, covered by BREEAM certification, is not less than 70% (by weight).



### POLLUTION PREVENTION AND CONTROL

One of the criteria taken into account when designing our investments is the issue of indoor air quality. One of the adopted assumptions is the minimum proportion of openable windows to the building surface and the ability to control natural ventilation. We are also considering introducing air quality tests.



### PROTECTION AND RESTORATION OF BIODIVERSITY AND ECOSYSTEMS

When choosing the location of our investments, we choose areas with a low level of soil fertility, avoiding the development of biodiverse areas that serve as habitats for endangered species.

# case study RACŁAWICKA

The subject of the investment is the construction of a service building with an underground garage, built-in transformer stations, technical infrastructure and land development, and the demolition of 5 buildings at Raclawicka Street in Kraków.

The designed building has a residential function, contains eight above-ground storeys and one underground storey intended for a garage and technical rooms. The described facility consists of two connected buildings – A and B. In part A there are student units intended for a dormitory, while in part B there are hotel units.

The usable area of the buildings is 15.607,14 m<sup>2</sup>, the building area is 2.150,15 m<sup>2</sup>, the gross volume of the building is 608.128,75 m<sup>3</sup>.

In order to achieve the best operational parameters of the building, modeling was carried out in terms of energy optimization of the building already at the design stage. This will translate into a reduction in energy consumption and the building's emissivity not only in the operational phase, but also during the construction phase.

Thanks to the conducted analysis and the introduction of optimizations in accordance with the BREEAM guidelines, the emissivity of buildings was determined at the level of 34,99 kgCO<sub>2</sub>/m<sup>2</sup> year, which is 37,19% lower than the analogous base building (i.e. a building with the same purpose, geometry as the designed building, but its parameters related to the effectiveness of cooling, heating and lighting are set in accordance with the applicable Technical Conditions and standards in force in Poland).

usable area

**15.000 m<sup>2</sup>**

building area

**2.000 m<sup>2</sup>**

gross volume

**608.000 m<sup>3</sup>**





The project also involves the construction of hardened surfaces, green spaces and small architecture in the close vicinity of the buildings, as well as the technical infrastructure necessary for the proper functioning of the building.

Part A is located in the western part, while part B in the eastern part of the investment.

### What makes this project special:

bicycle racks  
**129**



trees  
**66**



electric car charging stations  
**10**



flower meadows  
**138 m<sup>2</sup>**



bushes  
**646**



roses  
**506**



# case study RACŁAWICKA

floors

**8**

serviced units

**182**

**6.222 m<sup>2</sup>**

rooms for students

**249**

**4.650 m<sup>2</sup>**

emissivity of buildings

**35**

**kgCO<sub>2</sub>/m<sup>2</sup> per year**

6

SOCIAL



Sustainability issues are also important to us at the level of social action. Protecting human rights along the entire value chain underpins business decisions.

We care about the health and safety of our stakeholders – among customers, investors, contractors, the local community and employees.

We strive to ensure that the buildings constructed with our participation provide value for both our business partners and future residents.



# human rights

**ACTIV INVESTMENT** commits to the protection, promotion and realisation of human rights in all areas in which our activities are carried out and towards all entities we directly or indirectly affect.

We do not accept any form of violation of personal dignity and gender equality, including: discrimination, harassment, mobbing and other actions that violate the principles of social coexistence. Important to the company's activities is the opposition to all manifestations of modern forms of slavery, forced labour, torture, as well as child labour.

**ACTIV INVESTMENT** does not tolerate unethical actions towards persons providing labour, both within the Company and throughout the value chain.

**ACTIV INVESTMENT** commits to eliminating all human rights violations by the Company and to preventing discrimination in the sphere of employment.

All the above issues are written down in the ESG policy.

# social responsibility standard



Elimination of all human rights violations by the company.



Respect for freedom of association.



Supporting the elimination of all forms of slavery and forced labour.



Contributing to the effective abolition of child labour.



Countering discrimination in employment.

# compliance with international standards

Among the company's commitments in the social sphere is to conduct its business in a manner consistent with the International Bill of Rights and the UN Guiding Principles on Business and Human Rights.

In carrying out its social responsibilities, the company ensures that all rights relating to personal dignity are duly respected. In employment matters, the company declares that it complies with all applicable statutory provisions.

**7,25 years**  
average seniority

**32,7%**  
of our team have more than 10 years of seniority

**88,5%**  
of our team is under employment contract



# workplace safety

At ACTIV INVESTMENT, we take responsibility for the health and safety of our employees and subcontractors.

We are aware of the importance of the investor's role in the process of absolute observance of safety rules on the construction site.

All design and construction processes are carried out on the basis of the applicable national health and safety standards.

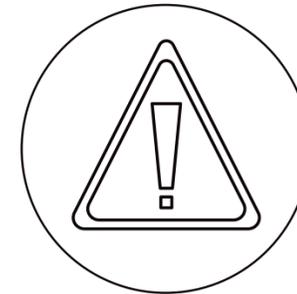
Therefore, in accordance with health and safety regulations, we carefully prepare the construction facilities.

# safety standards

We carry out health and safety inspections and hold the companies cooperating with us accountable for any irregularities.



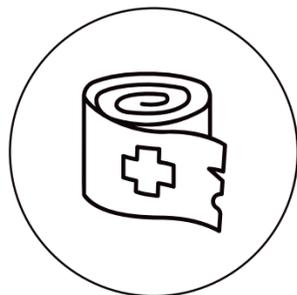
Site regulations include information on reporting potentially dangerous situations. Our aim is to eliminate accidents altogether.



Mandatory use of helmets and reflective waistcoats, marking of escape routes and exits.



First aid kits and information sheets with contact lists for emergency services are provided on every construction site.



We organise evacuation tests during construction.



We carry out regular training in occupational health and safety and first aid.



One of the criteria for selecting a general contractor is having a health and safety management system.



# safety, health and comfort of end-users

In the process of preparing a investment, we take into account issues such as the safety, health and comfort of the interior for its occupants. This is the reason why the following elements are becoming increasingly common in our projects:

- We take care of the appropriate amount of light in the interiors – defined strictly in the BREEAM standard.
- 100% of our developments do not use materials containing asbestos in the construction process.
- While still in the design process, we examine the noise level and acoustic insulation of the rooms in the building, and with the recommendations received from acoustics, we adapt the project to the highest possible level.
- We plan the landscaping of the plot in such a way that pedestrian, bicycle and car traffic could pass through safely and without obstruction.
- We are in the process of preparing an accessibility strategy that will apply to ACTIV INVESTMENT's planned developments, covering elements such as ease of access to the building for people with disabilities, people of different ages and genders – including through appropriate landscaping, technical solutions and a well-connected location.
- All water systems in the building are designed to prevent the proliferation of bacteria, such as legionellosis.
- Humidification systems (if they exists) are fail-safe (evaporative humidification or automatic shutdown in case of water treatment system failure).





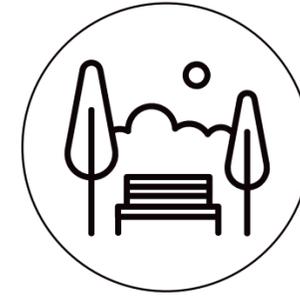
**WE ARE DEVELOPING THE INFRASTRUCTURE**

We care about the comfort of the residents of our developments, so we are designed retail and service units on the first floors of the buildings, which contribute to the development of the neighborhood's infrastructure.



**WE PROVIDE CONVENIENT TRANSPORTATION FOR RESIDENTS**

One of the main factors in choosing the location of our investments is access to public transportation, which must take no more than a few minutes to reach.



**WE ARE CREATING PLACES FOR REACTION AND RELAXATION**

We want our estates to be resident-friendly. We pay attention to make the common areas green and pleasant, abundant in greenery and landscaping elements.



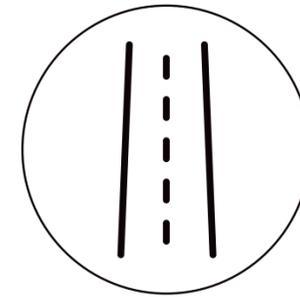
**PLAYGROUNDS FOR THE YOUNGEST**

The estates are also designed with the youngest children in mind, with their own play and recreation areas.



**WITH THE DISABLED IN MIND**

Each development has at least one apartment and a parking space adapted for the disabled.



**WE ARE DEVELOPING ROAD INFRASTRUCTURE**

We are turning gravel roads, small streets without sidewalk leading to our developments into safe, comfortable streets with lighting and sidewalks.

# local community

When planning our investments, we take into account limiting our impact on the environment, but we are also aware of the inconvenience to local residents.

Therefore, we make effort to be a socially responsible investor and take several measures.

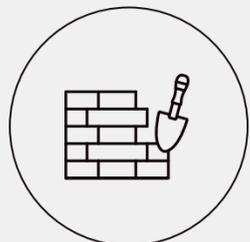
There are twilight sensors on the construction site to protect against light pollution.



The construction environment is monitored on an ongoing basis to prevent and respond to reports from the local community.



Façade nets are installed on the surface of the building to prevent contamination of the area.

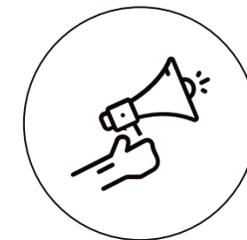


During construction work, a work schedule is used as not to disturb the local community during evenings and weekends.



**During the implementation of future projects, we also undertake different initiatives in the communication process with the local community.**

Residents are informed in well in advance, by letter, about the start of works.



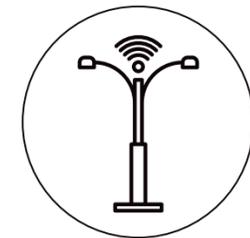
Using a form, neighbours could share their opinions on the construction.



During construction, residents are informed of progress - by means of an information board.



Light fittings during construction are directed in such a way that they do not contribute to negative light pollution.



# our charity actions



2017 2018 2019 2022

## Business Run

The Business Run has become a tradition at our company. Aware that the money from the Business Run goes to charity, every year we organise a team consisting of both experienced and novice runners.

## Szlachetna Paczka

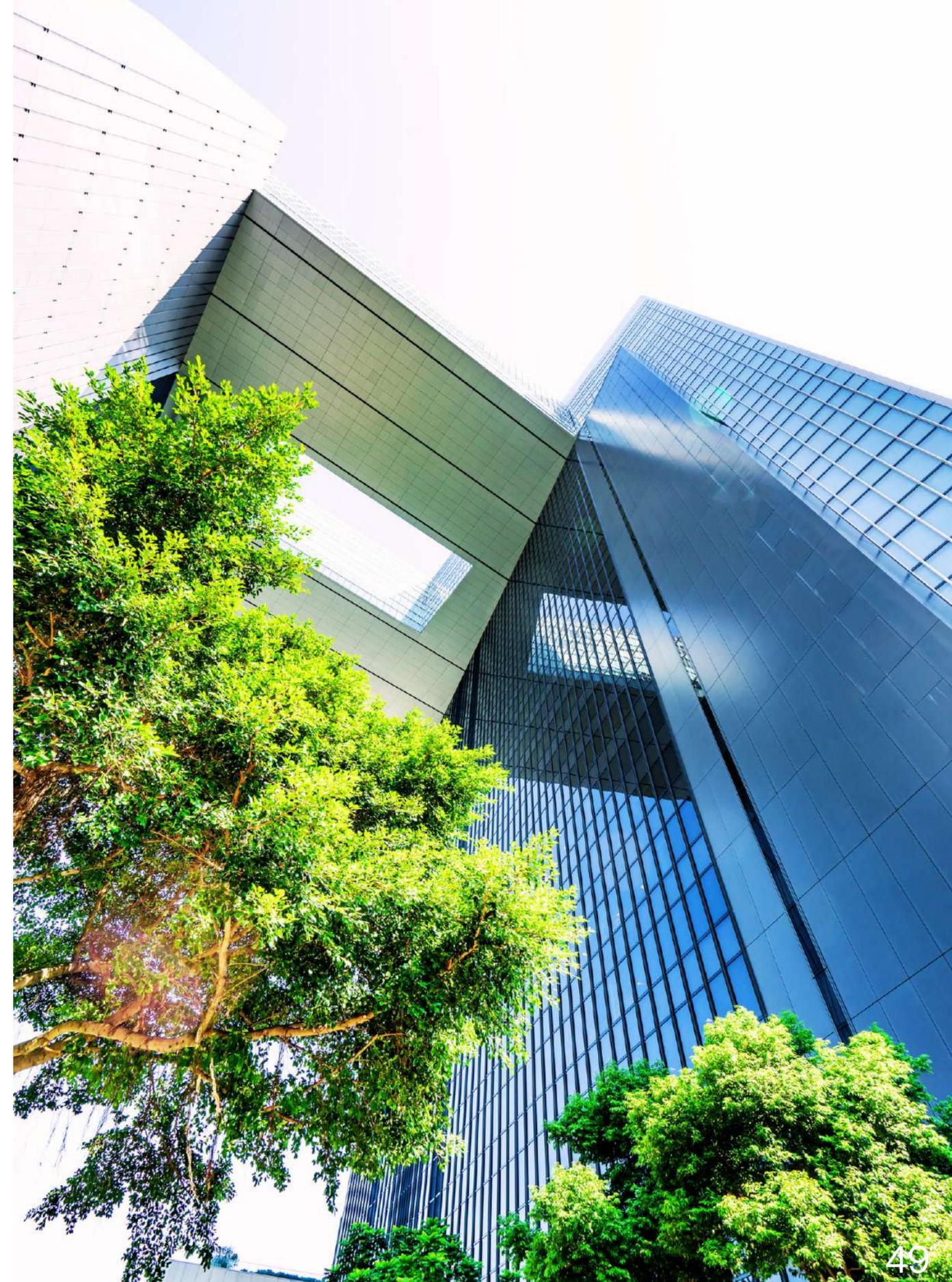
We have taken part in the Szlachetna Paczka three times, selecting families with many children, meeting both their basic needs (cleaning products, cosmetics, clothes) and making their dreams come true. Each parcel we handed over had a value of around PLN 10.000. Although the campaign was voluntary, almost all employees were involved in helping those in need.

2016 2017 2018



7

# GOVERNANCE





Deeply embedded in ACTIV INVESTMENT's culture is a commitment to integrity in everything we do. We hold ourselves accountable to the highest standards of ethics and transparency, based on strong leadership, sound policies and responsible business practices.



# ACTIV INVESTMENT's ESG policy

**ACTIV INVESTMENT committs to implementing the Environmental, Social and Governance (ESG) Policy, the purpose of which is to outline the Company's current actions in support of sustainable development and environmental protection in line with the main objectives and actions that will be successively implemented in the coming years.**

The Company's ESG policy sets out the general objectives and lines of action in terms of protecting and respecting the environment, combating climate change and adapting to upcoming climate change, as well as respecting human rights and applying responsible governance.

ACTIV INVESTMENT strives to continuously improve and develop its ESG activities, which is reflected, among other things, in the implementation of solutions for taking care of the environment. ACTIV INVESTMENT's environmental policy was preceded by an analysis of the impact of individual activities carried out by the company. Areas of activity were identified for which, if appropriate steps are taken in an effective manner, the company is able to have a real positive impact on environmental issues.

Within the company, we believe that reducing the negative impact on the environment and people, acting in a sustainable manner and in accordance with the ESG concept will bring value to the company, the company's customers and the environment.

# data security

**Data protection policies, internal information security and cyber security procedures** are part of our mission. As we handle the data of our customers, investors, business partners and employees in our daily work, we are aware of our duty of confidentiality and data protection.

It is important to us that all participants in our business space feel secure. In this regard, we act strictly in accordance with the letter of the law and protect personal data and classified information.

# occupational safety and health

In the work of ACTIV INVESTMENT, compliance with legal standards is a **priority**. In our day-to-day operation, we adhere to the principles of the applicable law and internal regulations.

Our legal department ensures proper implementation and due diligence in matters of requirements, implementation and execution of regulations.

All design and construction processes are based on the applicable national occupational safety and health standards. We are aware of and work to the applicable regulations during construction.

When the building is handed over to users, we provide them with training and give them the Building Use Guide. In this way, we ensure that the standards for safe operation of the building are maintained.

# combating corruption

Bribery and corruption, in all forms, including extortion and bribery, are not accepted at ACTIV INVESTMENT. This commitment applies to relations with all the Company's stakeholders – all staff, independent consultants, suppliers, subcontractors, investors, cooperating organisations.

Company employees are aware that bribery and corruption can expose the Company, its staff and its business partners to criminal liability, wherever in the world the corruption occurs. They can also adversely affect the Company's image and reputation.

The Company's personnel and its business partners are required to act in accordance with the anti-corruption laws applicable to ACTIV INVESTMENT's business. No employee or business partner of the Company will suffer adverse consequences for refusing to give or accept a bribe, even if it means that the Company will not complete a transaction as a result.



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# CONTACT DATA



If you have questions,  
do not hesitate to contact us!

**ACTIV**  
I N V E S T M E N T

**Kraków**

**Company headquarters**

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