


Case Studies

PSP Swiss Property Ltd

How PSP Swiss Property uses the Great Place To Work results for effective sustainability reporting.



For PSP Swiss Property, sustainability is not a trend, but the way forward. After all, only those who think long-term and take their responsibility towards people and the environment seriously will be successful in the long term. PSP Swiss Property takes into account the different expectations of its stakeholders.

Employees as area of activity is of essential importance. After all, a healthy and sustainable working environment not only increases employee satisfaction, but also contributes to long-term success.

About PSP Swiss Property

PSP Swiss Property is one of the leading real estate companies in Switzerland. The company owns a real estate portfolio worth more than CHF 9.6 billion. Most of these are office and commercial properties in prime locations in the country's most important economic centers.

An interview with

**Giacomo Balzarini**

Chief Executive Officer
PSP Swiss Property Ltd

**Margrith Rupp**

Head of Human Resources
PSP Swiss Property Ltd

Name of the organization

PSP Swiss Property Ltd

Number of employees

120

Locations

Zug, Zurich, Basel, Geneva

Sector

Construction, real estate and
housing

Website

www.psp.info

Starting position

We have always placed a clear strategic focus on promoting a positive workplace culture characterized by respect, open communication and personal development. Because we are convinced that well-trained, motivated employees are the key to the sustainable success of our company.

Our aspiration to offer the best quality for our employees, customers, shareholders and partners is reflected in every business decision we make. We are constantly working to fulfill this ambition without compromise and invest resources and time in the further development of our company and our employees.

To check whether the many initiatives and measures are having the desired effect, we regularly conduct employee surveys. We even go one step further and share the results with all stakeholders as part of our sustainability reporting. This is because we are proud of how we are positioned as an employer and what we offer our employees. At the same time, we are transparent about what we want to work on in the coming years and where we want to improve.

Why Great Place To Work®?

Knowing the needs and expectations of employees shows appreciation and encourages them to actively participate in the company's activities. An external partner is the right solution here, as it ensures confidentiality and objectivity.

It was important for us to work with an internationally recognized brand whose methodology not only provides national benchmarks, but also enables international comparisons. The comparability helps us to position ourselves as a great employer within Switzerland, but also to strengthen our international reputation.

We evaluated various providers and opted for Great Place To Work. In addition to Great Place To Work's reputation, the expertise of our contacts was a decisive factor. Tom and the Great Place To Work team have been supporting us for several years now with professionalism, expertise and a great deal of humanity. We value these aspects and see the collaboration as a valuable addition to our company.

Sustainability goals: Employees

PSP Swiss Property has been reporting on sustainability aspects in the areas of portfolio, tenants, employees and finance and disclosure for years. Concrete goals and priorities are formulated for each area of activity.

In the area of employees, the focus is on satisfaction, health, development and diversity.

Long-term goals

- **Sustained high level of employee satisfaction**
 - thanks to a pleasant, respectful corporate culture
 - thanks to excellent employment conditions
 - thanks to an inspiring and health-promoting office infrastructure

- **Ensuring employability**
 - thanks to the promotion of professional skills
 - thanks to support in professional development
- **Maintaining a diverse workforce**

Priorities 2023

- **Occupational health management**
 - Continuation of measures focusing on mental health, such as strengthening resilience or active absence management
- **Health survey**
 - Analyze feedback and derive measures
- **Electricity consumption and disposal**

Corporate culture



Employee development and training



Employee health and well-being



Employees as area of activity:
UN sustainability goals and areas of activity, PSP Swiss Property

Sustainability reporting

The employee survey and certification as a Great Place To Work are both internal and external confirmation of our efforts in the area of social sustainability.

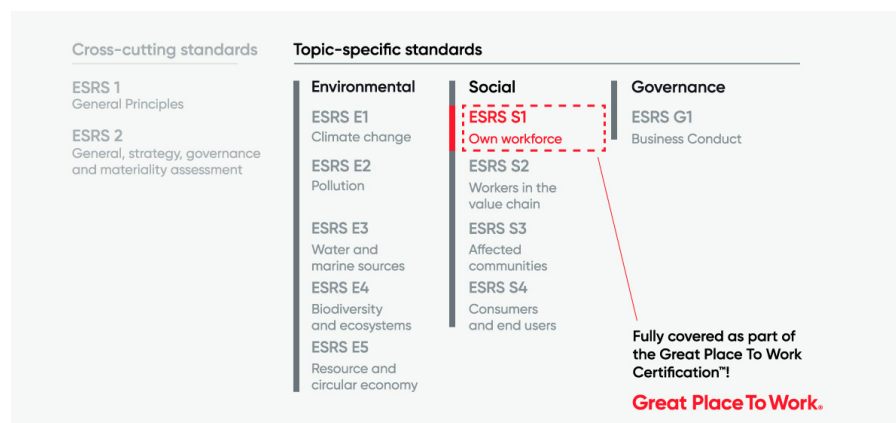
The results of the employee survey bring the measures described to life.

Example of fair and competitive wages

To issue our „Fair-ON-Pay+“ certificate, an equal pay analysis was carried out, among other things, and we were recognized as a fair employer.

Thanks to the results of the employee survey, we now also know that it is not only fair on paper, but is also assessed as such by our employees. In this way, we avoid blind spots and promote motivation and commitment.

The conscious decision to disclose the results of the employee survey in our ESG reporting demonstrates our deep-rooted commitment to transparency and sustainability. More than just a mere step towards compliance, we see certification as a Great Place To Work and the disclosure of the results as an active contribution to sustainable corporate governance. By being open about challenges and progress towards a more sustainable future, we want to encourage dialog and try to inspire others to do the same.



European Sustainability Reporting Standards (ESRS)

Anchoring sustainability in everyday life

Health and sustainability are not viewed as an isolated philosophy, but as a holistic concept and thus permeates the company's daily activities.

The promotion of a healthy work-life balance, the implementation of flexible working time models and targeted health programs are at the heart of these efforts. These initiatives not only support the physical and mental health of employees, but also create an awareness of sustainable action.

The implementation of sustainable practices ranges from conscious resource consumption to recycling initiatives. The active involvement of teams in sustainable projects helps to embed the holistic concept as an integral part of our corporate culture.

Promotion and training

We promote the professional and social skills of our employees and support them in their professional development with personal training and further education. In 2022, our employees completed an average of 27.3 hours of training.

PSP Academy & Co

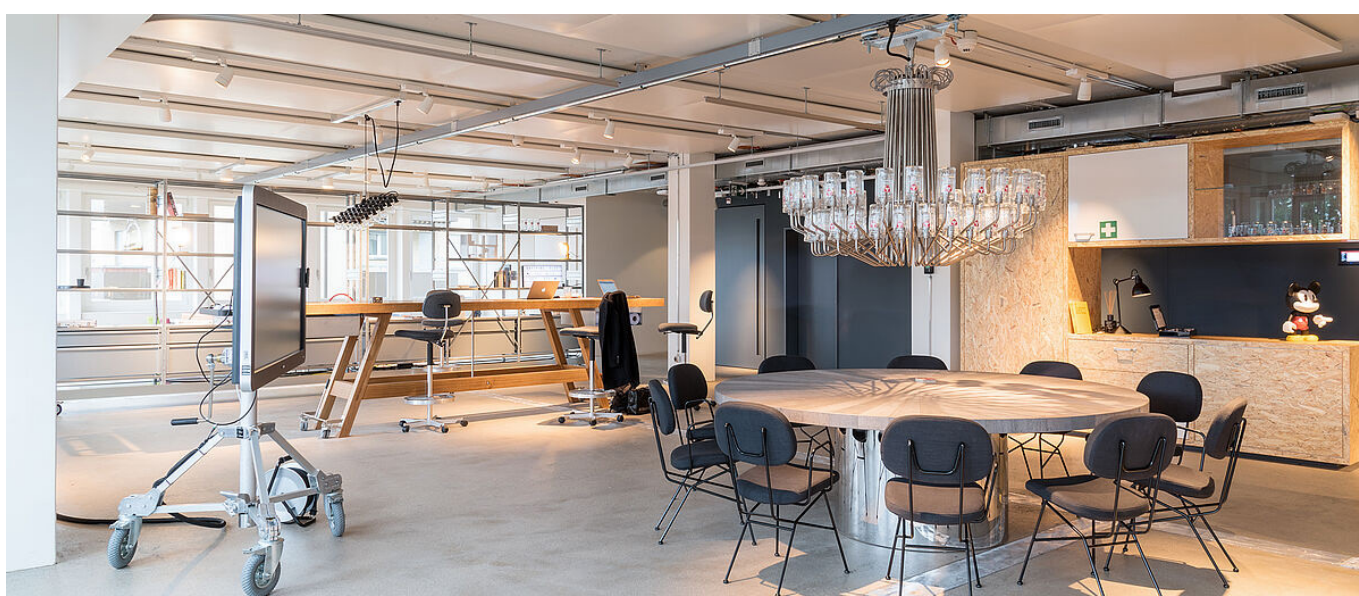
Internal themed lunches are held regularly for the entire workforce, sometimes with the involvement of external experts. The topics range from trends in the real estate sector to sustainability and health. We also attach great importance to internal specialist workshops and exchanges of experience as well as the promotion of language skills.

Productivity, collaboration and health thanks to a well thought-out office concept

We create a pleasant working environment that facilitates communication and promotes health. Our employees should feel comfortable in our buildings and be able to work productively. The centerpiece: our Collaboration Lab in the Zurich office, including in-house fitness facilities.

Home @ Office Pods

Of course, we also provide the necessary retreat options. Whether for a private phone call, focused work, a short afternoon nap or just for fun. The lovingly furnished rooms create a home office flair in the office.



The Collaboration Lab in Zurich offers 400 m² of flexible desks, workstations and lounges equipped with state-of-the-art audio and video technology for presentations.