



## Universal Design

Entra believes that it is very important that the workplace is designed so that everyone can participate in working life irrespective of any disability. Therefore we take Universal Design seriously.

Universal Design respects the diversity among people and is a strategy for including everyone in all of life's phases and activities. It means designing surroundings in such a manner that they take into account people's physical differences, including the needs of people with disabilities.

The regulations on Universal Design are a result of the Discrimination and Equal Opportunities Act that came into force in 2009.

The Discrimination and Equal Opportunities Act requires that existing buildings that are open to the public should be accessible by everyone, but no deadline for implementation has been set. Entra's objective is to be in the forefront in this area.

The obligations under Universal Design do not include measures that would be a disproportionate burden on a business and are therefore evaluated individually. In the case of new buildings and extensive refurbishments, Entra ensures that the requirements set out in TEK 10 are fully followed.

In Entra we have examined our existing property portfolio and work continuously to secure improved universal access to our buildings. Priority measures include the adjustment of heavy doors, the establishment of ramps and marking of glass areas to avoid collisions.

Entra also takes responsibility for Universal Design in the outside areas, entrance foyers, and common areas leading to a tenants premises. Here the tenant takes over responsibility in our existing buildings. In the case

of new buildings and total refurbishments the requirements for Universal Design are taken into account.