

# ESG POLICY

Environmental. Social. Governance.



## Corporate Vision Statement.

## THINK GLOBALLY. ACT RESPONSIBLY.

AHT is a leading global producer of cooling systems. We recognise the importance and benefit, to us as a business and to our customers, of implementing strong and transparent management systems around how we do business and our environmental and social performance.

This policy has been developed to establish our commitments to managing our business in a way that promotes a responsible approach to our key ESG issues. At AHT our key ESG issues include:

- | Environmental / energy performance of products and manufacturing according to high quality standards
- | Health and safety at manufacturing operations
- | Ethical and transparent behaviour by all our employees
- | Tailoring service to meet customer needs around the world especially local service in local language through our COOLPOINT partners
- | Reduction of waste during manufacturing
- | Attracting and retaining talent
- | Responsible sourcing
- | Refrigerants (and associated greenhouse gas emissions)
- | Product end-of-life impacts

### Approach to Managing and Responding to these ESG issues

AHT has defined six core principles which we apply across all elements of our business; our principles fundamentally determine our day-to-day work. This ESG policy sets out how we deliver on our commitment to ESG by implementation of our principles in the way we work.

## OUR COMMITMENTS

### 1. OUR CUSTOMERS CAN TRUST US

**Our relationships with our customers are vital to the success of our business. Our commitment includes:**

- | Working with our customers to develop the products they need; continually collecting feedback to ensure we respond to current needs
- | Building partnerships through our COOLPOINT network to make sure we can continue to provide tailored support to our customers once they have purchased our products
- | Ensuring the transparency and honesty in how we do business through implementation of our Code of Ethics in the workplace and in our purchasing processes
- | Tracking our legal compliance across all our operations and supporting our partners to do the same
- | Ensuring that AHT assess supplier performance against SA 8000 standards for labour and working conditions

## 2. AS INNOVATION LEADERS WE SPEARHEAD OUR INDUSTRY

**We continually strive to innovate and have an excellent track record demonstrating how our innovation has led and will continue to contribute to improving efficiency and environmental performance.**

**Our product innovation helps us and our customers to meet environmental commitments including:**

- | Developing products that use of eco-friendly refrigerant
- | Our commitment to Green Freshness and continual improvement of energy efficiency
- | Development of technology to prevent leaks
- | Increasing recyclability of products and packaging and providing end-of-life support

**Our process innovation helps us to contribute to reducing impacts on our local and global environment including:**

- | Development of state of the art manufacturing technology for all plants
- | Constantly working to improve our production processes to be more energy and waste efficient

## 3. OUR EMPLOYEES ARE THE FOUNDATION OF OUR SUCCESS

**It is vital that our employees want to stay with us and that we can attract new talent into our business. We focus our activity in:**

### **| Health and Safety**

We have committed to OHSAS 18001 to maintain the health and safety of our workforce at all our operations.

### **| Labour and Working Conditions**

We commit to achieving SA 8000 certification across all operations, which means we have achieved and continually assess whether we meet international standards on labour and working conditions. We also ensure that the suppliers we use meet these standards.

### **| Diversity and Inclusiveness**

We want to get the right people for the right jobs. Ensuring that we can access the best people regardless of background, gender or disability is vital to achieving this.

We invest in:

- Measures to assure anti-discrimination wherever we work
- Flexible working and funding of a local nursery to support parents back to work
- Provisions to support integration of workers with physical and mental disabilities into the workforce

### **| Supporting Careers**

We support Universities and researchers to ensure that we can access new thinking and attract the talent we need. We also want people to grow with AHT; we provide opportunities for members of our workforce to gain additional technical qualifications whilst working at AHT and provide financial support to do so.

## 4. WE STRIVE TO INCREASE THE VALUE OF OUR COMPANY

**We commit to achieving growth through the application of our principles to our customers, employees, society and the environment.**

## 5. WE ASSUME RESPONSIBILITY FOR THE ENVIRONMENT AND SOCIETY

**As we grow we recognise the need to ensure that our environmental and social governance systems grow with us to maximise the benefits we deliver and ensure we operate responsibly including:**

### **I Our operations**

We will maintain our ISO 14001 and 9001, OHSAS 18001 and SA 8000 certification and will achieve this standard at all operations.

### **I Our partners**

We will work with our COOLPOINT partners to ensure technical standards are maintained and will provide support when necessary to help our partners to maintain legal compliance, and meet our health, safety, environmental and labour standards.

### **I Our suppliers**

We will continue to assess our suppliers on how they meet requirements for RoHS and REACH in chemical management and SA 8000 as well as their approach to continual improvement of waste management and resource efficiency.

### **I Our products**

We commit to continually improving the efficiency and environmental performance of our products.

## 6. WE LIVE OUR CODE OF ETHICS.

**Our Code of Ethics defines the values and principles for the entire AHT group. We will ensure that all employees and our partners understand our standards and are supported in living our code of ethics.**

## MONITORING AND ROLES AND RESPONSIBILITIES

- I** Responsibility for ESG is split between a number of departments: Human Resources, Research & Development, Marketing, COOLPOINT Management, Business Development Management, Quality Management, Environment & Safety Management, and Senior Management.
- I** Our management systems require monitoring and reporting of our performance in each operation on a regular basis to senior management with areas for improvement identified and acted upon an annual basis.
- I** Our CEO is ultimately accountable for ESG across the Group.

### **Update of this Policy**

This policy is reviewed on an annual basis and updated as necessary.

### **Senior Management Sign-off**



Thomas Babacan, CEO