

ESG&Q Policy

Environmental. Social. Governance. Quality

August 2020

Naturally
at your
side.

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, social and qualitative 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 ESGQ issues. At AHT our key ESGQ measures include:

- Environmental and energy performance of products and manufacturing according to highest quality standards
- Environmentally friendly refrigerants (and associated reduction of greenhouse gas emissions)
- Responsible sourcing processes
- Reduction of waste during manufacturing
- Consideration of product end-of-life impacts
- Health and safety during manufacturing
- Actions and services which meet our customers needs around the world, especially local service through our subsidiaries and COOLPOINT partners
- Ethical and transparent behavior by all our employees
- Attracting and retaining talent

Approach to Managing ESGQ issues at AHT

AHT has defined six core principles which we apply across all elements of our business; our principles fundamentally determine our actions and day-to-day work.

Our Principles

1. Our customers can trust us

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

- Working in close cooperation with our customers to develop the products they really need; continually collecting feedback to ensure we respond to current needs
- Building partnerships through our local subsidiaries and 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 assesses supplier performance in accordance with SA 8000 standards for labour and working conditions

2. As innovation leaders we are always one step ahead of our industry

We continually strive to lead in the field of innovations and have an excellent track record demonstrating how our innovations have influenced the industry. Also in the future we will make every effort to continue contributing to the improvement of efficiency and environmental performance, among others through:

- Developing products with eco-friendly refrigerants
- Development of technologies to prevent leakage
- Increasing recyclability of products and packaging and providing end-of-life support

Our process innovations help us to contribute to reducing impacts on our local and global environment including:

- Introduction 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 enjoy working with us and that we can attract new talent into our business. We focus our activities on:

- **Health and Safety**

We commit ourselves to comply with the standards defined within ISO 45001 and all related local laws and regulations (e.g. Labor Protection Act) within the field of occupational safety and health protection. We work in a trustful cooperation with local authorities, institutes and qualified partners (e.g. external service providers). The workplace safety and health management is based on clear responsibilities under consideration of all employees, communication, risk management, training, evaluation and internal audits.

- **Labour Law and Working Conditions**

We commit to honor the standards described within SA 8000 and comply with international standards on labour and working conditions. We also ensure that the suppliers we use meet these standards.

- **Diversity and Inclusiveness**

We are looking for the right people for all activities. It is essential that we onboard the best people regardless of background, gender or disability.

We support:

- Measures to assure anti-discrimination in all our workplaces
- Flexible working hours to make it easier for parents to return to work
- Measures for integrations of staff members with physical and mental disabilities into the workforce

- **Supporting Careers and Promoting Personal Development**

We support universities and research facilities to ensure that we can access new thinking and attract the talent we need. We also would like people to grow with AHT; we provide opportunities for the members of our workforce to gain additional knowledge and qualifications related to the workplace and often support such trainings financially.

4. We strive to increase the value of our company

We would like to achieve continuous growth of our organization through honoring and applying our principles to customers, employees, to society and the environment.

5. We take 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:

- **Our operations**
We will maintain our ISO 14001 and 9001, ISO 45001 (AT) and SA 8000 (AT) certification and will follow the defined standards in all of our actions.
- **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.
- **Our suppliers**
We will continue to assess our suppliers to ensure that they meet the requirements for RoHS and REACH in chemical management as well as SA 8000 and verify their continuous improvement measure on waste management and resource efficiency.
- **Our products**
We commit to constantly 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 and honor our standards and are supported in living our code of ethics.

Monitoring and Responsibilities

- Each department shares the responsibility for living our ESGQ guidelines, but the main contributors are:
Human Resources, Research & Development, Marketing, General Affairs, Customer Service, Quality Management, Environment & Safety Management, and naturally Company Management.
- Our management systems require regular monitoring and reporting to Company Management with information on areas of improvement identified and measures to be set on an annual basis.
- The CEO is ultimately accountable for ESGQ across the Group.

Update of this Policy

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

Senior Management Approval



Martin Krutz, CEO