





ACTION PLAN

The Action Plan is presented in the table. The table shows the areas of responsibility and the actions to be taken along with the indicators we will use to assess whether we have achieved our results. The results of the listed actions are reviewed annually in the CR Report and new targets and actions will be set whenever needed.

HALTON PROMISE		EXAMPLES OF ACTIONS
ENGAGED EMPLOYEES & STAKEHOLDERS		
 <p>Halton invests in our employees' competence development, and cooperates with schools and universities to offer apprenticeships to young people and students. We also share our knowledge with our other stakeholders to promote productive cooperation.</p>	<ul style="list-style-type: none"> • Arranging seminars and providing material to our customers on indoor climate and high-quality indoor air solution. (2020-2022) • Providing learning opportunities to students in terms of hands-on training. (2021-2022) • Arranging partner training on our solution configurations and services to ensure smooth system operation and commissioning (2021-2022) • Encouraging and supporting continuous competence development of Halton's staff across the world. We offer opportunities and resources for development both locally and globally, utilizing eLearning solutions in a focused manner. (2020-2022) 	
 <p>All Halton employees are equal, regardless of gender. Their salary and compensation are determined based on the complexity of the work role. Women have equal opportunities to advance in their careers in all positions in the organisation.</p>	<ul style="list-style-type: none"> • Establishing and enforcing practices to ensure that female candidates are considered for any vacant position. (2021-2023) • Applying role pay reporting based on gender. (2021-2023) 	
HALTON PROMISE		EXAMPLES OF ACTIONS
SUSTAINABLE & EFFECTIVE OPERATIONS		
 <p>Halton is continuously decreasing the amount of waste in its own processes. When selecting raw materials, we pay attention to recyclability, carbon footprint and the proportion of recycled material.</p>	<ul style="list-style-type: none"> • Conducting regular supplier audits, including the review of environmental, health and safety and corporate responsibility issues. Processing the Code of Conduct with suppliers. (2021-2022) • Monitoring our waste (including scrap) and increasing recycle ability in all plants. (2020-2022) • Developing production processes and investing in new technologies to reduce waste. 	
 <p>We are systematically reducing CO₂ emissions in all our operations by increasing the share of renewable energy and improving energy efficiency. Halton is measuring the net environmental impact of its operations. By increasing the value of our handprint and decreasing the value of our footprint we are able to enlarge our net value to society.</p>	<ul style="list-style-type: none"> • Developing water recirculation for cold water mist systems to decrease water consumption. (2022) • Making investments in energy efficiency in factories and changing energy sources to green energy by utilizing biogas, sustainably produced electricity, and solar panels. (2021-2023) • Developing the concept of retrofit offering for energy efficiency solutions and products for ships. (2022) • Developing concept that utilizes electricity generated solar panels for cooling and heating. (2021) • Air-water systems for low temperature heating, high temperature cooling enabling use of heat pump technology. (2021) 	

CUSTOMER-DRIVEN & SUSTAINABLE SOLUTIONS



Halton enables healthy and comfortable indoor environments for people. We develop solutions that decrease the amount on hazardous particles in indoor air and create high-quality indoor climate conditions.

SBA Halton (2021)

- Integrating technologies into out terminal units to reduce surface contamination. Pat.Pend. (2022)
- We introduced Halton Safeguard and Halton Firewatch solutions to enhance indoor air quality and fire safety in professional kitchens. (2021-2022)
- Expanding central vacuum cleaning solutions to different types of properties. (2022)
- Testing virus mitigation solutions to be able to create safer indoor environments.
- Utilizing geo-cooling solutions in our Lahti factory (energy-efficient, carbon-free cooling) for maintaining better conditions to work on summer days. (2021)
- Installed (2020) and continuously using a central vacuum cleaning system in the Lahti factory to enhance cleaning and indoor air quality. We keep investing in central vacuum cleaning system in other factories. (2022-2024)
- Installing a Halton VCR Air purifier in each of our factory offices. Using the purifier at full power will dilute the virus concentration up to ten times faster than basic ventilation. The use of the device will reduce the risk of infection by 45%. (2020-2021)



Halton invests in local R&D close to customers through Halton Innovation HUB's. We work in close cooperation with universities, research institutes, and industrial research partners to create new knowledge within our sector.

- Halton is a member of the E3 consortium, which aims to develop solutions for enhanced pandemic response and sustainability. (2021-2024)
- Improving sound measurement facilities in our R&D center to improve its capacity and quality. (2022)
- Participating in development co-operation with third party in new technologies for air purification of passenger vessels to combat bacteria and viruses and to develop solutions to create a better working environment for the crew members. (2021-2023)
- Cooperation in R&D with several companies and universities in different research projects focusing on energy savings, wellbeing, the use of renewable energy, or building life cycle management. (2020-2022)



Halton offers increasingly energy-efficient solutions for its customers to reduce their environmental impact. Halton also drives kitchen ventilation related outdoor air quality improvement through the development of pollution control systems.

- Enhancing pollution control features and design of professional kitchen solutions. (2020-2022)
- Developing demand-based workplace ventilation solutions to reduce energy consumption, purify air, optimize CO2 in offices and maximize wellbeing. (2022)
- Developing competence and methodology to assess and publish Environmental Product declarations, in order to make more environment-conscious decisions in the future. (2022-2023)

RESPONSIBLE GROWTH



Halton invests in R&D and innovations. It partners with or invests in start-ups and businesses that support its mission and sustainability. Also, Halton invests in the wellbeing of its staff, and offers opportunities for working across borders, and promotes high ethics at work.

- We ensure that Halton's People Policy is followed throughout the whole organization by training supervisors and managers. (ongoing)
- We search employees for open roles also from (Halton units) in other countries. (ongoing)