

# ACTION PLAN 2022-2024

Our 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   |
|---|---|
| <b>ENGAGED EMPLOYEES AND STAKEHOLDERS</b>   |   |
| <div data-bbox="129 629 240 741"> </div> <p data-bbox="268 629 667 842">At Halton we invest in employees' competence development, and cooperate 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 data-bbox="703 629 1474 920" style="list-style-type: none"> <li>• We encourage and support the continuous competence development of Haltonians across the globe. Offer opportunities and resources for development both locally and globally. Examples include local internal training arranged by Halton specialists, online training on Halton technology and selected management topics and leadership training programme.</li> <li>• We provide opportunities for students from schools &amp; universities to complete (technical hands-on) training. Examples include summer trainee positions and thesis work positions in several countries.</li> <li>• We train partners to configure and service Halton solutions to ensure good indoor air quality and energy efficiency.</li> </ul>  |
| <div data-bbox="129 958 240 1070"> </div> <p data-bbox="268 958 667 1149">All our 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 data-bbox="703 958 1474 1339" style="list-style-type: none"> <li>• Diversity, equity and inclusion (DEI) training was conducted in the Halton Foodservice business area. DEI is a continuum – an ongoing journey of unlearning and learning the deeply rooted dogmas that guide the way organisations operate.</li> <li>• We are committed to strengthening those diverse aspects of our way of doing business to bring creative insight, collaboration, and teamwork around the globe.</li> <li>• In our units, the use of work architecture (work complexity and salary definition practices) was extended to Poland in addition to Finland. The work continues in other units. The work architecture ensures equal and gender-neutral remuneration.</li> <li>• Our technology industry sector has traditionally been having much more male than female workforce. We have established and enforced practices to ensure that female candidates are considered for any vacant position.</li> </ul> |
| <b>SUSTAINABLE AND EFFECTIVE OPERATIONS</b>   |   |
| <div data-bbox="129 1426 240 1538"> </div> <p data-bbox="268 1426 667 1583">We are 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 data-bbox="703 1426 1474 1606" style="list-style-type: none"> <li>• We monitor our waste (including scrap) and increase recycling ability in all plants. For example, the utilisation of a new punching production line in the Kausala plant has enabled the reduction of scrap in certain products to 0-5 per cent from earlier &gt;20 per cent levels.</li> <li>• Regular supplier audits, including review of environmental, health and safety, and corporate responsibility issues. Including Halton supplier code of conduct as a mandatory part of the contract with the suppliers.</li> </ul>  |
| <div data-bbox="129 1711 240 1823"> </div> <p data-bbox="268 1650 667 1975">We are systematically reducing CO<sub>2</sub> emissions in all our operations by improving energy efficiency and increasing the share of renewable energy. We develop increasingly energy-efficient solutions for our customers to reduce their environmental impact. By increasing the value of handprint and decreasing the value of footprint, we are able to enlarge positive impact on society and the planet.</p> | <ul data-bbox="703 1650 1474 1919" style="list-style-type: none"> <li>• In recent years, our production facilities have focused on reducing emissions as low as possible. The purchase of electricity has been focused on green electricity, and the use of natural gas has been reduced or changed to biogas. The first solar power plant has been commissioned, and the investment plans include constructing more power plants in the next few years.</li> <li>• Changing the car fleet to low / no emission in order to reduce the current emissions caused by fuels.</li> <li>• Development of demand-based ventilation solutions and new products to utilise low-energy sources.</li> </ul>   |

**CUSTOMER-DRIVEN SUSTAINABLE SOLUTIONS**



At Halton we enable healthy and comfortable indoor environments for people. We develop solutions that decrease the amount on hazardous particles and CO<sub>2</sub> in indoor air and create high-quality indoor climate conditions.

- Development of Halton AirWatch, which continually monitors the indoor environmental quality in the food service facilities and responds to the sensor readings ensuring optimised indoor conditions and high indoor environmental quality in the kitchen.
- Research on the decontamination of healthcare facilities in order to develop solutions to improve the cleaning of health- and cleanroom facilities.
- Installing central vacuum cleaner systems in different units, thus improving the cleanliness of the indoor air and the well-being of employees.



We invest 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.

- We are a member of the E3 consortium aiming to develop solutions for enhanced pandemic response and sustainability. (2021-2024)
- Locating and developing new manufacturing and R&D units near the markets to reduce emissions from transportation and enable local collaboration.
- Development of the air quality solution for future ships with partners, educational institutions and universities with the aim of improving working conditions on board.



We offer increasingly energy-efficient solutions for our customers to reduce their environmental impact. We also drive kitchen ventilation related outdoor air quality improvement through the development of pollution control systems.

- We started preparing its products' environmental product declarations (EPD) in 2022. The goal is to facilitate our customers' access to information about the environmental impact of our products. EPDs will be done according to standard EN15804+A2.
- Development of demand-based ventilation solutions to reduce energy consumption, purify the air, optimise CO<sub>2</sub> in the environment, and maximise wellbeing.
- Energy monitoring for the laboratory ventilation system to promote energy savings affected by end-user activity.

**RESPONSIBLE GROWTH**



We invests in R&D and innovations. We partner with or invest in start-ups and businesses that support our mission and sustainability. Also, we invest in the wellbeing of our staff, and offer opportunities for working across borders. We promote high ethics at work.

- The development of safety in the work environment aims to reduce absences due to work accidents to zero.
- We ensure that Halton's People Policy is followed throughout the whole organisation by training supervisors and managers.
- Well-being actions are taken based on the global Engagement survey. Examples include training in safety, renovating offices, stress training, activating contacts to occupational health, and advice on diet and exercise.