

ENVIRONMENTAL

SOCIAL

GOVERNANCE

A guide on the Electro Automation Group ESG beliefs and procedures.



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PROMOTING ENVIRONMENTAL, SOCIAL, AND GOVERNANCE RESPONSIBILITY IN THE WORLD OF ELECTRO AUTOMATION

Welcome to the Electro Automation ESG Manual, a comprehensive guide to fostering sustainability and responsible practices within the realm of electro automation. As the world grapples with pressing environmental and social challenges, it has become increasingly crucial for businesses to embrace sustainable practices and demonstrate strong corporate governance. This manual aims to empower individuals and organizations to align their electro automation processes with the principles of Environmental, Social, and Governance (ESG) responsibility.

Our journey began in Dublin in 1984, with a vision to provide exceptional automation solutions supported by top-quality equipment and unparalleled technical after-sales service. Right from the start, our concept resonated with customers, leading to rapid expansion. Within a year, our continued growth prompted the establishment of Electro Automation (NI) Limited, based in Lisburn, Northern Ireland. This move allowed us to better serve our valued customers in the region.

Today, the Electro Automation Group has a strong presence throughout Ireland, the UK, and Germany. We take great pride in our reputation for world-class customer service and unmatched product quality. Our success is built upon our extensive expertise, decades of experience, commitment to innovation, and unwavering reliability.

WHAT IS ESG?

ESG stands for environmental, social, and (corporate) governance. It is a set of practices used to evaluate a company's operational performance as it relates to social and environmental impact. This evaluation can be done internally or externally by investors or other stakeholders.



The world faces multiple crisis on every front, which is why business practises of the past will not work in the future. For this reason we are putting the Environmental, Social and Governance agenda at the heart of everything Electro Automation does.

ESG

IRELAND HAS A TARGET TO REDUCE CARBON EMISSIONS BY 51% BY 2030, AND TO ACHIEVE A CLIMATE NEUTRAL ECONOMY BY 2050.



Companies today are more actively focuses on measuring their impact and from this generating impact reports that bring together all our environmental, social and governance commitments, where it sets out their progress against the World Economic Forum International Business Council Stakeholder Capitalism Metrics and demonstrates our commitment as a company to improving our impact and our openness to being accountable.



WHAT IS ELECTRO AUTOMATION'S ESG STRATEGY?

Electro's strategy to reducing negative environmental impact resulting from our operations in the security and automation markets.

Electro Automation employs a large fleet of vehicles and recognizes the part fuel consumption plays in its Environmental Aspects, in an effort to reduce its impact on the environment Electro Automation aims to reduce on a yearly basis its fuel consumption by 10% through the transition to more fuel efficient, electric vehicles and more efficient use of its fleet.

In 2021 we have seen a reduction of nearly 30% as we transitioned to newer model vehicles with more efficient engines using hybrid engine technology. In 2022 we will be investigating the further implementation of Hybrid vehicles and will also begin to trial our first fully Electric Vehicle in our fleet.

Over the past 5 years we have recycled over 90% of all waste generated by business activities.

In 2022 we recycled over 91.59% of all waste generated by business activities.

We aim to continue to improve this target by identifying and developing better packaging solutions and improving the efficiency of the segregation of our waste.



As part of our responsibilities to the WEEE regulations over the past 6 years we have collected nearly 6,000 kgs in WEEE for responsible recovery.

In 2022 we collected 3,593.00 Kg alone

Recycling waste batteries, electrical and lighting equipment allows valuable resources including plastics, metals and glass to be recovered for further use in manufacturing, and ensures hazardous waste is disposed of safely helping to protect our environment.



ESG AND IMPACT ON REAL ESTATE



The real estate sector is one of the most significant contributors to global warming, estimated to be responsible for 40% of Europe's carbon emissions. Adopted by the European Parliament as a critical element of the European Green Deal, the Taxonomy Regulation underpins the EU's goal to become climate neutral by 2050.

EU Taxonomy established six environmental objectives:

- Climate change mitigation
- The sustainable use and protection of water resources
- The transition to a circular economy
- Pollution prevention and control
- The protection and restoration of biodiversity and ecosystems.

IMPLEMENTATION OF TRANSPARENCY OBLIGATIONS

Real estate funds will have to unveil their strategy on their websites, with information including sustainability risks in their investment decisions and advice. Investments in green buildings or buildings for the extraction, storage, or transport of fossil fuels.

If real estate funds are advertised with positive social and environmental characteristics, additional information should be disclosed on the company website.

SUSTAINABILITY IN THE REAL ESTATE INDUSTRY

An investment needs to finance climate change mitigation and climate change adaptation to be considered sustainable – as those are the two environmental objectives of the Taxonomy Regulation that defines if a real estate economic activity is sustainable. To be considered sustainable, each investment has to contribute to one of the six EU Taxonomy objectives without harming any of the others. As of today, climate change mitigation and climate change adaptation are the only two environmental goals that are fully defined. For this purpose, the real estate sector has been sub-sectioned into four areas of economic activity:

- Construction of new buildings with energy demand that need to be at least 10% lower than the threshold set for low-energy buildings
- Renovation of existing buildings with energy savings of at least 30%
- Individual measures: building insulation, photovoltaic systems, etc.
- Acquisition and ownership: buildings with low energy demand topping 15% of the national or regional stock.



THE KEY CHALLENGES: BUREAUCRACY AND COMPLIANCE

With EU Taxonomy, real estate companies and investors have new meaningful opportunities and some new challenges.



As of 31 December 2022, only the E (Environment) in the ESG has been regulated, with only the first two environmental goals (climate change /climate mitigation) and 94 economic activities that have been fully defined.

EFFECTS ON THE REAL ESTATE MARKET

Sustainability is becoming a critical aspect, and it's having a direct impact on properties and investments. In the future, we are likely to see higher demand and better financing conditions for properties and investments offering a higher level of sustainability – with the Taxonomy Regulation sustainability criteria expected to become key factors in value creation.

Major tenants, particularly US corporates, are already driving environmental change in the market, adopting minimum environmental impact standards for occupation. Major new buildings or refurbishments are addressing environmental impact LEED Gold/Platinum or BREAM. Government is also aiming to secure buildings for occupation that can demonstrate net zero impact and ultimately may mandate certain minimum environmental upgrades for buildings which may have a cost impact on both landlords and tenants, or landlords alone.

Undoubtedly private sector investors will also focus 'ESG compliant assets'. Therefore, some buildings may become prematurely obsolete or stranded assets because of the input costs required to address environmental standards



REMOTE ASSIST

Every year, there is continued pressure to make your business more environmentally sustainable. Here in Electro Automation, we look after our customers' needs by bringing to them a service which incorporates technology innovations that assists with your carbon footprint reduction. Innovations such as engineer remote assist, no more need for an engineer to attend site. Remote diagnostics carried out on equipment thus reducing our customers carbon footprint.



With the installation of IoT (Internet of Things) devices, your business will be brought to the forefront of interaction with the real world where smart devices that can vastly improve operational efficiencies. These efficiencies will maximise your energy consumption, help reduce your company's carbon footprint and the amount of energy waste.



ESG & ELECTRO PRODUCTS

Electro Automation aligns its product offerings with Environmental, Social, and Governance (ESG) guidelines and sustainability principles. We firmly believe that responsible practices are essential for both business success and the well-being of the planet, society, and our stakeholders, we will outline how our commitment to ESG drives us to minimize our environmental impact, promote social inclusivity, and ensure sound governance practices.



ROGER BRUSHLESS



To create a sustainable product for us it means to have a life motive completely integrated in the culture of our company.

With the brushless automation being low voltage, solar power is an excellent choice for areas with little access to mains power.

Thanks to the 24v DC digital brushless motor from Roger Technology we can offer a wide range of solar electric gates for all types of use.

The brushless motor uses a fraction of the energy of a traditional gate motor making it the perfect technology to couple with solar power.



AVIGILON ALTA



Security doesn't have a one size fits all solution. Electro Automation and Avigilon Alta recognise this and consider it in the ever changing world of security with evolving ESG guidelines. Below are some of the measures Avigilon Alta have taken to safe costs and keep within the ESG & Sustainability guidelines.



- Lifetime guarantee on the hardware – Cloud based, so there are Opex annual costs. With Avigilon Alta your hardware has a lifetime guarantee for general wear & tear.
- Low-cost capex cost upfront.
- Firmware / software updates are done via the cloud reducing carbon footprint from engineers attending site. This also reduces the cost of engineer callouts to update the firmware onsite. The updates are automatic from the cloud.
- There is no server required (PC) which costs thousands of euro's not to the mention the ongoing annual costs as Avigilon Alta is cloud based.
- Reduction in plastic cards as it can work solely with your mobile phone. Fantastic for the environment, as well as saving you money from ordering cards regularly
- Guest passes sent in seconds, and they can use their mobile phone for the duration of their time in the office.
- Can be integrated with Motorola CCTV systems on the one platform like Avigilon & AVA. Offering a complete unique valued solution.
- Registering new employees directly from Gsuite or other platforms. Integration is easy as it has an open API. Again, this saves admin time and time is money.

RECORD THERMCORD DOORS



Pressure differences between the inside and outside of large buildings are common, and inevitably lead to considerable suction, allowing cold, heat and dust to get in, but also cooled or heated air to escape in an uncontrolled manner.



With the door closed, the active sealing system patented by record stops all suction, and achieves air permeability values which, for sliding doors, are exceeded only by special products for use in operating theaters or clean rooms.

While the main and secondary closing edges are equipped with conventional sealing systems, the sides at the top and bottom feature newly developed so-called active seals. Active seals make it possible for the door to open with no resistance to disturb the smooth running. At the end of the closing process, a carefully designed mechanism presses the sealing profile, which is located in the bottom edge of the door, to the floor. In addition, an integral sealing lip descends at the door upper edge along the full width to close the remaining gap between the door leaf and the drive housing.



REVOLVING DOORS

Revolving doors offer a sustainable and efficient solution for building entrances, aligning with the ESG (Environmental, Social, and Governance) principles advocated by Electro Automation.

These innovative door systems enhance energy conservation by minimizing air infiltration, reducing heat loss or gain, and improving indoor climate control. By providing a barrier between the indoor and outdoor environments, revolving doors effectively prevent drafts and maintain desired temperatures, thereby reducing the need for excessive heating or cooling.

This energy efficiency translates into lower carbon emissions and operational costs, making revolving doors a vital component of sustainable building design. Additionally, revolving doors promote social responsibility by accommodating high traffic flow while ensuring safety, accessibility, and equal access for all individuals, including those with disabilities. The integration of revolving doors in building designs not only enhances the overall user experience but also underscores Electro Automation's commitment to environmentally conscious and socially inclusive practices.



CHARITABLE CONTRIBUTIONS

At Electro Automation, we strongly believe in the power of giving back to our community and making a positive impact.

As part of our commitment to environmental, social, and governance (ESG) principles, our dedicated staff members recently participated in a Christmas Jumper with great enthusiasm.

This charity event aimed at raising funds for the Irish Cancer Society. With an unwavering spirit of compassion and solidarity, our team came together to support this important cause. Through wearing Christmas jumpers into the office we raised significant funds to aid the Irish Cancer Society in their vital efforts to support cancer patients and their families.

This inspiring act of kindness showcases our company's dedication to ESG values and our unwavering commitment to making a meaningful difference in the lives of others.



VERONA FC

As part of our ESG document, we are delighted to announce our sponsorship of local underage football team, Verona FC.

Electro Automation will be the shirt sponsor of Verona for their upcoming season and trip to the UK to play in a high level tournament.

As part of our sponsorship and interest in the local community, we will continue to follow Verona on their Football Journey.



CLOUDFORESTS

Electro Automation are very pleased to be partnered with CloudForests as a Cool Partner.

Being a Cool Partner with CloudForests give us the opportunity to take part in a number of organised days throughout the year planting trees in a designated forest in the West of Ireland and also preparing the soil for planting in local spots around Dublin, including public spots and schools.

Members of the Electro team are happy to get their hands dirty for the good of the environment.



Cloudforests
Making Planet Earth Cool™

electro

**Electro Automation Group are
now a part of Cloudforests
CoolPartner community.**

INTEGRATED MANAGEMENT SYSTEM

Through regular review and improvement of our IMS, we aim to meet and exceed legal and regulatory requirements, while actively seeking opportunities for innovation and sustainable growth. Electro Automation is committed to driving positive change and making a meaningful contribution towards a greener, inclusive future.

We strive to minimize our environmental footprint by implementing energy-efficient technologies, reducing waste generation, and promoting recycling initiatives. We prioritize the health and safety of our employees, providing a safe working environment and continuous training to ensure their well-being. We uphold ethical business practices, promoting transparency, diversity, and fair treatment for all stakeholders.

View our IMS policy on the next page



5.2 POLICY

Electro Automation are committed to serve our customers' needs through excellence in the delivery of our services by consistently meeting and exceeding clients' expectations, in terms of Quality, Health & Safety and the Environment in partnership with our staff and suppliers.

EA is fully committed to the provision of a safe and healthy work environment for all of its employees, ensuring that our impact on the environment eliminates or reduces, to an acceptable level, any pollution that our business may produce and that the quality of all of our products and service are of the highest quality and complies with all legislation.

The company is committed to the continuous improvement in all aspects of the IMS system and insuring the participation of all members of staff. The company is committed to the participation of the staff in all aspects of the standards. Staff are represented on the safety committee by members elected by the staff.

To achieve this goal, Electro Automation strives for the continuous enhancement of the services and the participation and education of employees at all levels. Each employee shall treat his or her colleagues as internal customers and perform their tasks in such a way as to guarantee total customer satisfaction. Management shall promote the ideals of Quality, Safety and Environmental by example and training through the Identification and elimination of potential hazards and risks.

The company is committed to the objectives of safety, environmental, quality efficiency, reliability and excellence in the provision of its services. To meet these objectives Electro Automation shall strive always to fulfil the requirements of our customers, do the job right first time, comply with legislative, statutory and regulatory requirements and continually improve the effectiveness of its processes.

The management of the company is committed to a policy of Quality, Health and Safety and environmental assurance, ensuring that company activities satisfies the specific contractual obligations of all clients, together with the standards specified in ISO 45001:2018 Health and Safety, ISO 14001: 2015 Environmental and ISO 9001:2015 Quality

This Policy and objectives will be monitored and reviewed at regular intervals to reflect the needs and aspirations of the employees and the dedication to total customer satisfaction.

Patrick C. Doherty,
Chief Executive Officer

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ANTI- BRIBERY

At Electro Automation, we firmly believe in conducting business ethically and transparently. Our anti-bribery statement reflects our unwavering commitment to combatting corruption and fostering a culture of integrity within our organisation.

It is a vital pillar to our ESG principals. We maintain a zero-tolerance policy towards bribery, and we strictly adhere to all applicable laws and regulations concerning anti-corruption.

View our Anti Bribery statement on the next page



Electro Automation Anti Bribery & Corruption Policy Statement

Electro Automation Ltd is committed to conducting business in an ethical and honest manner and is committed to implementing and enforcing systems that ensure that bribery is prevented. Electro Automation Ltd. has zero tolerance for bribery and corrupt activities. We are committed to acting professionally, fairly, and with integrity in all business dealings and relationships.

Electro Automation Ltd will constantly uphold all laws relating to anti-bribery and corruption in all the jurisdictions in which we operate. We are bound by the laws of national bodies and international instruments in regard to our conduct both at home and abroad.

Electro Automation Ltd recognises that bribery and corruption will negatively impact society, individuals, business and undermine the rule of law. If our company is discovered to have taken part in corrupt activities, we may be subjected to a penalty punishable by up to ten years of imprisonment and an unlimited fine, be excluded from tendering for public contracts, and face serious damage to our reputation. It is with this in mind that we are committed to preventing bribery and corruption in our business and take our legal responsibilities seriously.



On behalf of Electro Automation Ltd.

DUTY OF CARE

At Electro Automation, we prioritize the health, safety, and well-being of our employees, customers, and communities.

Our Duty of Care manual outlines our rigorous standards and procedures to ensure a safe and secure working environment, mitigate risks, and address potential hazards.

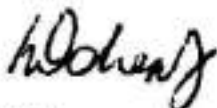
By incorporating this manual into our ESG framework, we emphasize our dedication to upholding the highest level of care and responsibility throughout our operations. At Electro Automation, we firmly believe that a strong Duty of Care commitment is essential for fostering a culture of well-being and trust among our stakeholders.

The statement can be viewed on the next page.



Dignity is an essential component of the quality of life for all people. Electro Automation has a duty of care to protect staff/clients from any form of behaviour which violates their dignity and to maintain the highest possible standards. The majority of staff working in Electro Automation are highly motivated who are committed to providing the highest possible quality of work. Electro Automation has a duty of care to provide staff with the necessary supervision, support and training to enable them to deliver a high quality service and to protect staff from situations which may leave them vulnerable to allegations of abuse or neglect. Where allegations of abuse of clients or members of the public are made against a staff member, the welfare and safety of the client is of paramount importance. It is also acknowledged that staff members may be subjected to erroneous or vexatious allegations which can have a devastating effect on the person's health, career and reputation. Electro Automation is therefore committed to safeguarding the rights of the staff member against whom allegations of abuse are made to a fair and impartial investigation of the complaint. Electro Automation will discharge its corporate responsibility to protect the dignity and welfare of staff/clients and to support staff with responsibility for them through the following measures:

- Ensure insofar as is reasonably practicable that sufficient resources are available to enable best practice standards of to be delivered
- Provide safe systems of work to minimise the potential for abuse
- Provide information which set out how staff/clients and members of the public can report concerns or complaints of abuse
- Rigorous application of recruitment and selection procedures to ensure that staff possess the required skills and attributes
- Provide induction for all new staff to ensure that they are aware of the standards be expected from them
- Provide effective supervision, support and training for all staff
- Communicate the Duty of Care Policy to all staff so that they are fully aware that the welfare of clients is of paramount importance and know the action to be taken if abuse is suspected or alleged
- Manage allegations of abuse against staff members promptly and with due regard for the rights of the staff member to fair procedures whilst safeguarding the welfare of our clients.



Patrick C. Doherty
Chief Executive Officer

HEALTH AND SAFETY

At Electro Automation, we prioritize the health, safety, and well-being of our employees, contractors, and stakeholders. Our Health and Safety Policy Statement outlines our unwavering dedication to providing a safe and secure work environment, preventing occupational hazards, and promoting a culture of health and well-being.

We adhere to all applicable laws and regulations, implementing robust safety procedures, conducting regular risk assessments, and providing comprehensive training to ensure the highest standards of health and safety across our operations. By incorporating this policy into our ESG manual, we underscore our commitment to safeguarding human capital, fostering a responsible and sustainable work environment, and achieving excellence in occupational health and safety performance.

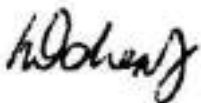
View the Health and Safety Policy on the next page



1.1 Group Policy Statement on Safety, Health and Welfare at Work

- To establish and maintain a working environment in which the safety, health and welfare of all staff is maintained at the highest level practicable
- To meet our duties to contractors and their employees who may be required to work on our behalf, both on and off-site.
- To keep in mind, and take precautionary measures to protect, the safety and wellbeing of our customers, visitors and members of the public that may be affected by our operation.
- To comply with all legislation, regulations and codes of practice that relate to health, safety and welfare in the workplace.

The success of our safety policy will depend on the co-operation of all staff and any visiting contractors. The company will provide training to all employees to ensure that they are aware of any hazards that may exist at their place of work. Our safety statement is available at all times at our office. It may be examined on request. Staff and visiting contractors are required to read it in order to understand their role and the overall arrangements for safety, health and welfare whilst they are at work. We welcome any comments and / or suggestions regarding this policy. On-going monitoring of our health, safety and welfare performance will be an essential element of our business. In this regard, we undertake to review our approach to health safety and welfare on a regular basis and as our business develops.



Patrick C. Doherty
Chief Executive Officer



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EA HOUSE,
DAMASTOWN
INDUSTRIAL PARK,
MULHUDDART, DUBLIN

