



Aidon Sustainability Policy

Introduction

Aidon goal is to become a climate neutral company with net-zero greenhouse gas emissions by 2030. We are committed to act and work to support a sustainable society and our perspective includes environmental, social and governance aspects. We are 'Enabling Smart Energy Lifestyles' through our sustainability strategy.

We develop, produce, and offer products, services and solutions with high sustainability standards. With our solutions and the way we act, we promote a responsible use of natural resources and the development of efficient, low-emission energy system.

All employees have a responsibility for our sustainability, and we involve our customers, partners and suppliers in the work. Aidon has a responsibility to provide a safe and healthy working environment for its employees, partners, subcontractors and visitors. At the same time, managers and employees have a responsibility to act in a safe manner as well as suppliers and partners.

Jointly with Aidon values, this Policy forms the foundation for our efforts to create a sustainable society, a healthy and safe work environment and ethically sound business.

Policy statement

Scope

This policy applies to all Aidon business.

Objectives

Our aim is to create value by developing solutions and services that will support the customers to reach their sustainability targets.

We will set and review both long-term and short-term ambitious sustainability objectives for environmental, social and governance aspects yearly.

Makes sense.



Strategy

Our decisions are based on careful consideration, where short- and long-term gains are weighed up against each other to ensure solutions that are sustainable in the long term.

A fundamental requirement is that we act within the framework of laws and regulations. Good business ethics are a key element of our business.

General

- Ensure adequate sustainability standards in our supply chain
- Advocate use of Smarter Grid to mitigate and adapt to climate change and create low carbon economies of the future
- Engage with our customers to help them achieve their sustainability goals
- Increase knowledge and awareness of sustainability amongst our employees

Environmental

- Require environmental responsibility across the value chain
- Develop our manufacturing processes with focus on energy and resource efficiency
- Contribute to eco-efficiency and environmental stewardship in the communities and countries where we operate
- Apply Life Cycle Assessment (LCA) methodology to determine the significant environmental aspects and to assess the environmental impact of our operations

Social

- Promote a safe & healthy workplace and provide adequate health facilities as well as easy access to health and safety advice. Promote health and safety where possible also outside workplace.
- Provide sufficient training and supervision to enable people to take care of their responsibility with health and safety
- Follow the UN Global Compact's principles on human rights, labour rights and discrimination which we also expect our suppliers and partners to follow
- Promote diversity and equal opportunities in our workplace

Makes sense.



- Engage in activities that have positive sustainable impacts on people, business, and society

Governance

- Conduct our operations in a sustainable manner by applying our management systems in all our operations.
- Utilise a systematic approach of identification of risks and proactively identify and prevent environmental, health & safety, ethical and other sustainability risks caused by our business.
- Include sustainability aspects in the risk assessment of customer projects
- Ensure compliance with our ethical requirements through an open dialogue with our stakeholders.

Compliance

Procedures in the event of non-compliance are outlined in Aidon Code of Conduct.

Accountability, monitoring

This Policy is approved by the CEO of Aidon Oy.

The Policy is reviewed annually and revised where necessary.

The CEO is responsible for updates of this Policy.

Communication

The Sustainability Policy is communicated and available at Aidon intranet and Aidon global web pages.

Tommi Blomberg, CEO