



AUTRONICA

Environmental, Social and Governance **2023**

Report Addendum



About This Report



A Message from Sindre Utne
Managing Director, Autronica

At Autronica, we are committed to creating value while protecting what matters – our people our communities, and the environment. We continuously improve the way we operate to ensure every person is safe and empowered to design, source, produce, market, and deliver our products and services in a secure, environmentally conscious, and socially responsible manner.

This fact sheet was developed in collaboration with the Carrier corporate ESG team as an addendum to the Carrier ESG Report to demonstrate our commitment and alignment to the Transparency Act as well as Work with Basic Human Rights and Decent Working Conditions.



Sindre Utne

	Carrier 2030 ESG Goals	Autronica 2023 Contribution toward Carrier 2030 ESG Goals
	Achieve carbon neutral operations.	<p>We continue to actively pursue programs which will reduce our greenhouse gas emissions to achieve carbon neutrality across our operations.</p> <p>We are seeking to reduce our emissions to 22TCO2e by reducing our electricity consumption and utilizing more renewable energy.</p> <p>Our emissions associated with our fleet vehicles accounts for 412 TCO2e. We are currently exploring transitioning our fleet to lower emissions vehicles, including hybrid and electric.</p>
	Achieve water neutrality in our operations.	We currently maintain water neutrality in our manufacturing operations.
	Deliver zero waste to landfill from manufacturing locations.	Autronica maintains 0% waste to landfill , and a waste recycle performance at 100% for all waste.
	Maintain world-class safety metrics .	<p>Total Recordable Incident Rate (TRIR): 0.00 (Number of recordable incidents per 200 000 work hours).</p> <p>Lost Days Incident Rate (LDIR): 0.00 (Number of lost day incidents per 200 000 work hours).</p>
	Exceed benchmark employee engagement.	Achieve a Pulse survey Engagement Score of 74 , which is a benchmark.
	Promote sustainability through partnerships programs.	<p>To comply with the Transparency Act, Autronica will perform a due diligence of all suppliers addressing Enterprise risk, Country risk, Sector risk and Product risk.</p> <p>To provide superior products and services in a responsible manner, we require our suppliers to meet our ethical and sustainability expectations as set forth in our Supplier Code of Conduct.</p> <p>In an effort toward compliance to the Transparency Act, Autronica is certified ISO 45001 (Occupational Health and Safety Management) and ISO 14001 (Environmental Management). We continually address Enterprise risk, County Risk, Sector and Product risk, as well as perform due diligence reviews with our major suppliers to ensure our product life-cycle is considered in our environmental stewardship. www.autronicafire.com/en/about-us/company-certificates/</p>

About Autronica

Our History

In the late 1950s, a radio repairer, an electronics engineer, and two radar technicians created history in the technology capital of Norway; Trondheim. They were all entrepreneurs with a strong ambition to create something new together. The idea was simple: smart electronics, a wide product range and earnings that would reflect the development investment. Together, these technologists represented an ambitious management team and on 9 September 1957, Autronica A/S was a fact.

Then they began. From their loft and office beside the Nidelva river, they began development of flashing lights, photocell switches, fire alarms, power supplies and temperature monitoring. A life's work and a totally Norwegian industrial adventure was about to begin, and these four developers also proved to hold the start of one of the world's most important technological revolutions. A technology that now ensures that millions of people all over the world are safe, every day.

They developed the very first addressable fire alarm.

We are proud to be a solid part of Norway's industrial history. The entrepreneurial spirit lives on and each day we try to go that little bit further in creating the safest and most reliable technology in the world.

We are proud to be a solid part of Norway's industrial history.



Our Business

Autronica Fire and Security, a Carrier Global Corporation owned business, prevents loss of lives, injuries or damages caused by fire and gas by satisfying customer needs in fire detection, alarms and fire extinguishing.

Vision

Autronica Fire and Security AS has a common vision of zero loss of lives, no injuries or damages caused by fire and gas, for those who are protected by us.

Overview

Autronica Fire and Security AS provides integrated fire and gas detection systems, extinguishing systems and emergency lighting and voice alerts to the land market, the maritime market and oil and gas market worldwide. Development takes place at our head office in Trondheim, production takes place in Trondheim. Marketing, sales and service is done through our own offices in Norway and distributors abroad. We have employees all over the world.



In contrast to most other fire alarm manufacturers, Autronica Fire and Security handles all development and production in Norway. We deliver complete systems and total solutions, ensuring the optimal utilization of and interaction between detectors, interfaces and fire alarm control panels.

Environment, Health & Safety Management System

Carrier's Environment, Health & Safety (EH&S) Operating System and ongoing EH&S initiatives help protect our people, stakeholders and the environment, and ensure compliance with applicable laws and regulations. Our operating system enables the implementation of our EH&S Policy commitments and provides a framework for continuous improvement through integrated planning, performance and measurement. Our EH&S organization, governance and performance expectations are consistent with ISO 14001 and ISO 45001 management system standards, and include:

- Management responsibility and board-level oversight for employees' health and safety and environmental issues.
- Organizational structure integrating EH&S management throughout the enterprise.
- Compliance with environment, health and safety regulatory requirements.
- A formalized EH&S risk management system.
- Data and document management, including performance measurement, corrective action monitoring and metrics reporting.
- Best practice sharing of EH&S topics and issues.
- Employee training.



Driving industry-leading processes and practices that support health and safety and reduce our environmental footprint. EH&S program governance begins at the local site level and flows up to our Chairman & Chief Executive Officer and Board of Directors, who oversee program performance against established targets and provide strategic direction as outlined in our EH&S Policy.

The Carrier Way

Vision

Our aspiration; why we come to work every day.

Creating solutions that matter for people and our planet.

Values

Our absolutes; always do the right thing.

Respect
Integrity
Inclusion
Innovation
Excellence

Culture

Our behaviors; how we work and win together, while never compromising our values.

Passion for Customers

We win when our customers win.

Achieve Results

We perform, with integrity.

Play to Win

We strive to be #1 in everything we do.

Dare to Disrupt

We innovate and pursue sustainable solutions.

Choose Speed

We focus and move with a bias for action.

Build Best Teams

We develop diverse teams, and empower to move faster.

Our People & Culture

Our employees are the heart of Autronica Fire and Security – united by The Carrier Way purpose, values and culture. Ours is a company of innovators, problem-solvers and – quite simply – remarkable people.

Employer of Choice

Among Carrier's greatest assets are the expertise, creativity and passion of our employees. As an employer of choice, we strive to provide a great place to work that attracts,

develops and retains the best talent, promotes employee engagement, fosters teamwork and ultimately drives innovation for the benefit of our customers. We strive to create an environment where all feel that they belong. We believe diversity and inclusion are the engine to growth and innovation. We do this by developing and deploying best-in class programs and practices, providing enriching career opportunities, listening to employee feedback and always challenging ourselves to do better.

Development & Progression

We work toward continuous improvement in everything we do, as a company and as individuals. We invest in our employees, develop and challenge them so their careers can progress, and we can grow together.

Learning at Carrier spans the full lifecycle of a career and occurs both formally and informally. Employees can advance their careers through new opportunities across our segments, in our many functional disciplines and throughout the geographic regions where we do business. A network of people, systems and processes guides them as they explore their options

Each year Carrier deploys and conducts its annual Leadership Development Review (LDR), a process where senior leaders across the globe discuss and review our talent and succession plans for key leadership positions, allowing us to see where we have a talent bench, and where we can improve. This process also allows us to identify key future leaders, discuss strengths and development opportunities, and focus on development.

Culture & Engagement

The Carrier Way is at the center of everything we do, and how we engage and focus all our employees, toward one purpose.

Performance Management and Development

Our performance management and development program sets the stage for our employees to perform at their very best, while developing their careers at Autronica Fire and Security and within Carrier.

The entire focus of the program is substance over form, with a greater emphasis on the discussion between supervisors and employees regarding goals, feedback and development – quality and candid discussions – and less on ratings or heavy documentation.

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Diversity & Inclusion

Our greatest strength is the diversity of our people and their ideas. We work hard to build a culture where all employees are valued, and everyone feels genuinely included. We have a robust talent acquisition process to attract talent from the diverse, global marketplace, and we foster an inclusive culture that drives employee engagement, retention, teamwork and innovation.

Drive Inclusion.

Key to inclusion is to listen and learn, and to focus on education and training of leaders and employees across the organization. Through Employee Resource Groups, fireside chats, listening sessions and unconscious bias training we are focused on driving a culture of inclusion throughout the company. As always, there is zero tolerance for any form of discrimination, and we provide employees anonymous reporting channels to report incidents of racism or discrimination.

Lean Forward.

We celebrate our diversity and communicate authentically and transparently about our progress toward inclusion and continuously look for new ideas to make Carrier a truly inclusive workforce.

Governance & Transparency

Our corporate governance provides the framework for building a culture of integrity and ethical behavior, guiding our actions and governing the relationships among our employees, with our customers and in our communities.

To learn more about Autronica and Carrier's approach to corporate governance please see:

- [Corporate Governance](#)
- [Ethics and Compliance](#)
- [Code of Ethics](#)
- [Anti-Corruption Initiative](#)
- [Enterprise Risk Management](#)
- [Operational Excellence](#)
- [Product Security](#)
- [Human Rights Policy](#)
- [Company Certificates](#)

