



AUTRONICA FIRE AND SECURITY

**E**nvironmental,  
**S**ocial &  
**G**overnance report

**2025**




A MESSAGE FROM 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 report demonstrate our commitment and alignment to the Transparency Act, as well as our work with basic human rights and decent working conditions.

  
Sindre Utne  
Managing Director

	Autronica 2050 ESG Goals	Autronica 2024 Performance highlights
	Achieve carbon neutral operations.	We continued to actively pursue programs that would reduce our greenhouse gas emissions to achieve carbon neutrality across our operations.  We achieved a <b>reduction in our emissions</b> to 12.5 TCO2e by reducing our electricity consumption and utilizing more renewable energy. Our emissions associated with our fleet vehicles accounted for 454 TCO2e.  We are currently exploring transitioning our fleet to lower emissions vehicles, including hybrid and electric.
	Achieve water neutrality in our operations.	We maintained <b>water neutrality</b> in our manufacturing operations.
		Autronica maintained <b>zero waste to landfill</b> and a <b>waste recycle performance of over 99%</b> for all waste.
	Maintain world-class safety metrics.	Total Recordable Incident Rate (TRIR): <b>0.00</b> (Number of recordable incidents per 200 000 work hours).  Lost Days Incident Rate (LDIR): <b>0.00</b> (Number of lost day incidents per 200 000 work hours).
	Exceed benchmark employee engagement	One pulse survey was performed in 2024:  Pulse Survey 2024 February: 72 (vs Benchmark 74); +13 vs Feb 2023; 60 % participation
	Promote sustainability through partnerships programs.	To comply with the Transparency Act, Autronica performed due diligence on all suppliers addressing Enterprise risk, Country risk, Sector risk, and Product risk.  To provide superior products and services in a <b>responsible manner</b> , we required our suppliers to meet our ethical and sustainability expectations as set forth in our <b>Supplier Code of Conduct</b> .  In an effort toward compliance with the Transparency Act, Autronica was certified <u>ISO 45001</u> (Occupational Health and Safety Management) and <u>ISO 14001</u> (Environmental Management). We continually addressed Enterprise risk, Country risk, Sector risk, and Product risk, as well as performed due diligence reviews with our major suppliers to ensure our product life-cycle was considered in our environmental stewardship.  <a href="http://www.autronicafire.com/en/about-us/company-certificates/">www.autronicafire.com/en/about-us/company-certificates/</a>

# ABOUT AUTRONICA

## Our Business

Autronica Fire and Security prevents the loss of lives, injuries or damages caused by fire and gas by satisfying customer needs in fire detection, alarms and fire extinguishing.

## Our Values

**RESPECT** – We treat others the way we want to be treated

**INTEGRITY** – We put honesty, accountability, and ethics first

**INCLUSION** – We strive to create an environment where all feel included, regardless of our differences

**INNOVATION** – We constantly seek to develop, improve and sustainably

**EXCELLENCE** – We deliver on the merits of our products and services, with urgency and flawless execution

## Our vision



### Safety on land

There are many differences between a factory floor and a church spire.

But for us those are only two sides of the same issue.



### Safety at sea

Everyone needs to sleep safely at night.

Especially those who haven't seen shore for days.



### Safety in the petrochemical, oil and gas market

Petrochemical, oil and gas installations around the world are becoming a safer place to work.

We are bold enough to take some of the credit.

Autronica Fire and Security AS has a common vision of:

*Zero loss of lives, no injuries or damages caused by fire and gas*

## 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 energy market worldwide. Development takes place at our head office in Trondheim, and production also takes place in Trondheim. Marketing, sales, and service is conducted through our own offices in Norway and distributors abroad. We have 450 employees worldwide.

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.

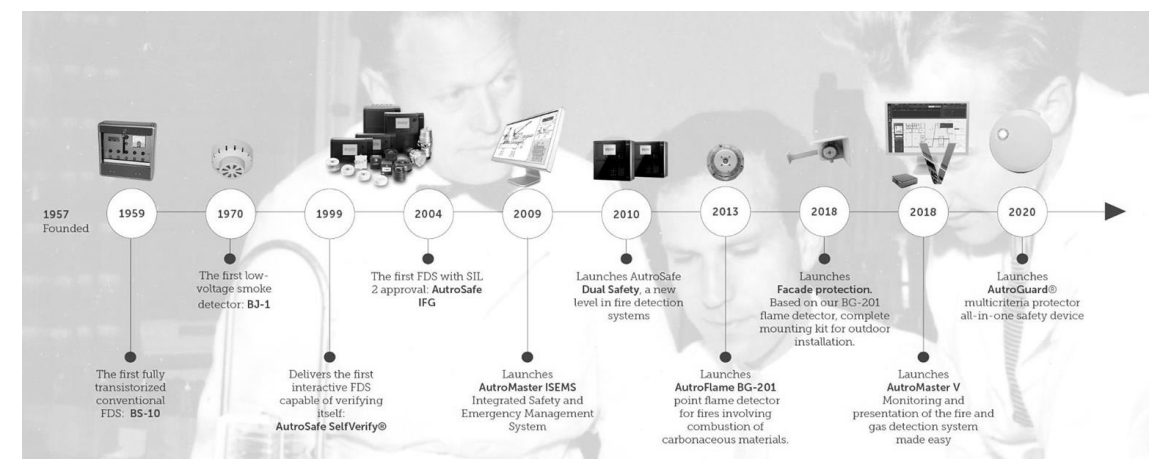
## Our History

In the late 1950s, a radio repairer, an electronics engineer, and two radar technicians made 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 founded.

From their loft and office beside the Nidelva river, they began development of flashing lights, photocell switches, fire alarms, power supplies and temperature monitoring systems. A life's work and a wholly Norwegian industrial adventure was about to begin, and these four developers also proved to be at the forefront of one of the world's most important technological revolutions - a technology that now ensures the safety of millions of people worldwide 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 strive to go a little 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.*



# 01

## VALUE, MATERIALITY AND STAKEHOLDERS





# HOW WE CREATE VALUE

## Product Safety & Quality

Ensuring Product Safety, We earn our customers' trust by delivering safe, high-quality products and services. Our Product Integrity Policy covers product safety and quality and establishes the governance and coordination within and among our different business units. Product safety practices are supported by standard work that defines responsibilities of the product safety organization.

Autronica Fire and Security implement the corporate product safety policy by:

- Appointing a product safety manager and a product safety best practices team.
- Appointing a Product Safety Officer to manage oversight of product safety issues and establish proactive measures.
- Autronica have integrated product safety risk management system, product safety assurance practices and product safety promotion activities in our businesses.
- Investigating and creating a product-related incident review board.
- Holding periodic meetings to share product safety best practices.

## Communities

Autronica is committed to making the world safer and more comfortable for generations to come. As we innovate to solve for the planet's critical challenges, making a positive impact in our communities around the world is core to our purpose.

## Operational Excellence

Autronica Excellence is the continuous improvement framework, that drives operational excellence across our company, enhances the customer experience to drive growth, engages employees to solve problems and drives improvements to help achieve outstanding levels of business performance. The foundations of Autronica Excellence are culture, competency and tools:



## Culture

Autronica Excellence provides a common language across the company to help create satisfied customers, reduce waste and meet business objectives

## Competency

The Autronica Excellence Program provides a framework for managing individual competency progression and documenting training.

## Tools

Autronica Excellence tools are methods for managing and improving processes, eliminating waste, identifying and resolving problems, and managing critical decisions and projects.

Autronica Excellence keeps us focused on delivering outstanding performance by:

- Enhancing the customer experience.
- Driving value to our shareholders.
- Delivering best-in-class performance.
- Engaging employees to continuously improve our processes.
- Innovating sustainable solutions for the future.



# 02

## SUSTAINABILITY



## INNOVATION FOR A SUSTAINABLE WORLD

Autronica works broadly with all the UN's sustainable development goals, but based on our areas of expertise, four of the goals are prioritized higher.



**We are committed to:**

### Decarbonization:

Developing solutions and technologies that reduce energy consumption and greenhouse gas emissions and preserve resources for future generations.

### Research & Development:

Investing in research and development, uncovering insights and creating the newest technological innovations for more sustainable solutions.

### Accountability & Transparency:

Continuing to establish aggressive climate change goals and disclosing our progress in accordance with industry leading reporting frameworks.

### Policy & Partnerships:

Partnering with industry-leading groups and international organizations to drive large-scale climate action across continents.





# 03

## ENVIRONMENT





# ENVIRONMENT MANAGEMENT SYSTEM

Autronica’s Environment Operating System and ongoing Environment initiatives help protect our 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** management system standards, and include:

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



*Driving industry-leading processes and practices that reduce our environmental footprint. Environmental 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.*

## Service & Aftermarket

### AutoLife:

A new era of Service agreements It's time to embrace a new chapter in service offerings. Autronica's holistic approach to customer support, embodying our commitment to being there for our customers throughout their entire lifecycle.

AutoLife is more than a service agreement; it's a promise of comprehensive support, from research and development to installation, training, and beyond.

We're proud to offer a suite of services that can be tailored to meet the specific needs of our customers, ensuring they receive the best possible support.

## 2025 Sustainability Targets

### Reduce greenhouse gas emissions

Our main emissions comes from our car fleet when we travel to our customers. Over the past few years, we have moved the existing fleet over to more environmentally friendly cars. Where possible, electrical vehicles are now the preferred vehicles of choice.

### Maintain water neutrality in our manufacturing operations

Autronica factory does not use any water in the production. All water usage is related to hygiene, food, and beverage.

Although our production is in Norway where we have no scarcity of water, we are aware of the energy needed to perform proper potable water treatment. We will do our bit to reduce unnecessary water usage.

### Air emissions

For the Air emissions performance, we believe that we can obtain a target of zero hazardous emissions

### Reduce energy consumption

The world have a constant need for increase in energy, both due an increased population and increased standard of living all over the world. To uphold a sustainable energy consumption, we all need to be more energy efficient. At our Factory and Headquarter building, all light sources are changed to LED in 2024/2025.

### Recycle all our industrial waste

We believe that we can sustain our target of 0% waste to landfill, and target of % recycled waste performance to > 99%

### Zero environmental incidents and events

For the Environmental performance we believe that we can obtain a target of zero incidents and events.

*Autronica create backwards compatible solutions and products, thus, we manage to keep the systems in operation for decades and keep the total lifetime costs to a minimum for customers and end users*



# 04 SOCIAL



# OUR PEOPLE AND CULTURE

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

## Culture and Engagement

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

## Employer of Choice

Among Autronica’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 Autronica 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 Autronica 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.

## 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 within Autronica Fire and Security.

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.

## 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.

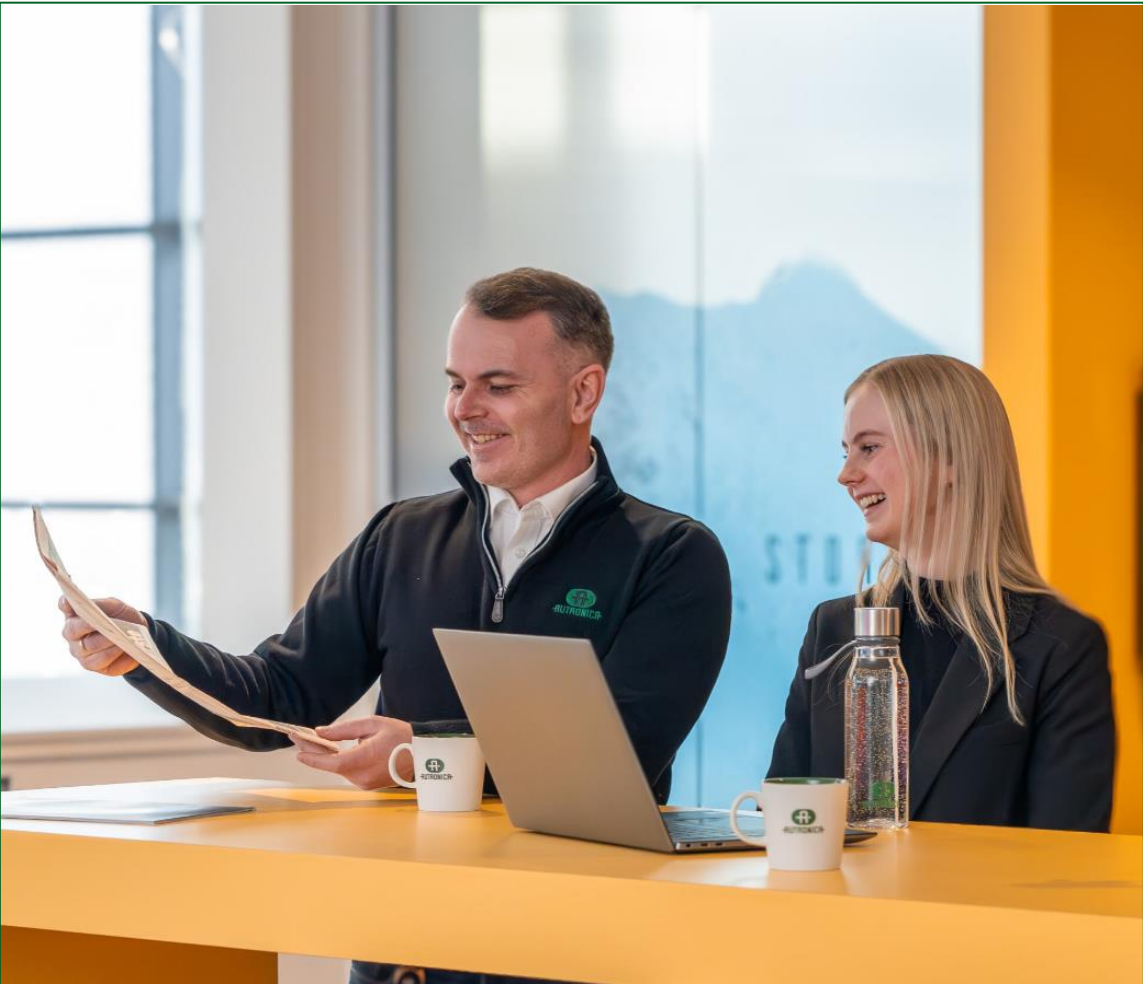
## Lean Forward.

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



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





## HEALTH & SAFETY MANAGEMENT SYSTEM

Autronica's Health & Safety Operating System and ongoing Health & Safety initiatives help protect our people and stakeholders 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 45001** management system standards, and include:

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

*Driving industry-leading processes and practices that support Health & Safety. Health & Safety 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.*

### Workplace Health & Safety

Workplace health and safety is a fundamental indicator of sustainable performance. Our approach to workplace safety is built on three principles:

- Health and safety is a responsibility shared by all employees, from senior leaders to workers on the manufacturing floor and remote job sites.
- Workplace safety requires continuous discipline and focus.
- Leading indicators help focus our attention on areas where risks and injuries can emerge over time, helping us to eliminate workplace hazards, including exposure to potentially harmful chemicals.

Our health and safety policies and programs reflect our corporate commitment to workplace health and safety through a variety of measures, including:

- Deliberate actions to provide our employees and contractors a workplace free from injury and illness.
- Leadership allocation of necessary resources to support the implementation, continuous improvement and sustainment of our EH&S Management System.
- Fostering active participation and engagement of all employees.
- Stimulating a culture of hazard awareness and prevention that drives to zero incidents.
- Governing our operations to ensure

performance above and beyond compliance with all applicable laws, regulations and permits globally.

- Ensuring the mitigation of EH&S impacts in all business decisions.

### Our Facilities

In each of our locations, we lead with policies, processes and practices intended to create safe and sustainable environments for our entire workforce.



# 05

## GOVERNANCE



# GOVERNANCE AND TRANSPARANCY

We are committed to strong corporate governance practices that are designed to maintain high standards of oversight, accountability, integrity and ethics, while promoting long-term growth in shareowner value.

These standards are reflected in our Code of Ethics, Governance Guidelines, Enterprise Risk Management processes and in our commitment to transparent financial reporting and strong internal controls. Our governance structure enables independent, experienced and accomplished directors to provide advice, insight and oversight of our business.

## Governance Frameworks

Our corporate governance provides the framework for building a culture of integrity and ethical behavior everywhere we do business. Our Board of Directors, Executive Leadership Team and policies guide our actions and govern the relationships among employees and with our customers and communities.

## Ethics & Compliance

What we do is critical and how we act matters. That is why our Code of Ethics focuses on the core values that serve as the foundation of our culture: respect, integrity, inclusion, innovation and excellence.

## Our Code of Ethics

We expect our employees and our business partners to always act in a manner consistent with the values and standards set forth in our Code of Ethics. Beyond requiring us to comply with the law, our Code of Ethics demands that we aspire to do the right thing even when the law may permit us to do otherwise.

## Anti-Corruption & Fair Competition

Through Autronica's Enterprise Risk Management program, a continuous process conducted by all operating units across the corporation, we identify, assess and mitigate risks that may affect achievement of our performance objectives. Senior management

is responsible for the implementation of mitigation plans, including those related to prevention of corruption. All allegations of corruption are promptly and thoroughly investigated, and, if verified, reported to senior leadership for disciplinary and corrective action and, where appropriate, to the Audit Committee of Autronica's Board of Directors.

## Labor & Human Rights

Autronica Fire and Security respects and protects human rights by:

- Ensuring safe and healthy working conditions for its employees, based on whatever is most stringent: laws, local standards or company policies.
- Never using child labor or forced labor and always seeking out business partners who share our commitment to fighting human or sex trafficking and supporting human rights.

- Prohibiting discrimination based on any unlawful basis, including race, color, religion, national origin, gender, gender
- identification or sexual orientation, age, disability, veteran status, marital status, citizenship status, creed and other protected categories as provided by applicable law.
- Delivering compensation and benefits to attract and retain strong talent for our businesses, while complying with all applicable regulations pertaining to wages, hours and legally mandated benefits.
- Recognizing the principle of freedom of association and the right to collective bargaining as they exist under applicable laws in the countries where we operate.
- Promoting responsible sourcing practices and setting expectations for our key suppliers through the Supplier Code of Conduct, including that suppliers must ensure safe and healthy work environments for their employees, avoid discrimination, ensure that child labor is not used, and avoid human trafficking.





### Our Suppliers

Our suppliers are critical to our success. To help ensure that we 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. The Code outlines what we expect from each of our product and service suppliers, and it aligns with the expectations we place on our own directors, officers, employees and representatives. Suppliers are required to sign the Code of Conduct and flow down its principles to their supply base.

To comply with Transparency act requirements LOV-2021-06-18-99, Autronica performs a due diligence off all suppliers (700+) addressing Enterprise risk, Country risk, Sector risk and Product risk. No actual adverse impacts and significant risks of adverse impacts has been identified. In the event of increased risk being uncovered, risk-reduction measures will be implemented.

### Supplier Inclusion

Autronica Fire and Safety recognizes that a key to our success has been our relationships with high-quality diverse suppliers. Autronica Supplier Inclusion Program helps us build and maintain a diverse supplier base that helps drive innovation throughout our value chain. Through it, we establish relationships with qualified suppliers in more than a dozen diverse categories, creating value for our company and our communities.

### Conflict Minerals

Our Conflict Mineral Policy sets forth our preference to source tantalum, tin, tungsten and gold originating in the Democratic Republic of the Congo region from a smelter

or refiner validated as conflict-free by an independent third party. We support industry-wide initiatives that raise awareness for responsible sourcing of conflict minerals and support the development of conflict-free sourcing, such as the Responsible Minerals Initiative (RMI) where Carrier serves as a Member Partner. We expect our suppliers to comply with all applicable laws and regulations and assist us in fulfilling our obligations. Additionally, our contract terms and conditions require that our suppliers comply with the Dodd Frank conflict minerals requirements.

### Cybersecurity & Data Protection

#### Respecting Data Privacy

Autronica Fire and Security respects the privacy of the people from whom it collects and processes personal information. We have a comprehensive data privacy compliance program that aims to implement appropriate controls on what personal information we collect and process and how we safeguard it. Our approach involves:

- Following applicable data privacy laws.
- Completing privacy impact assessments for new and modified tools, service providers, and products and services that involve collection or processing of personal information.
- Performing an annual self-assessment of our privacy compliance program.
- Using appropriate security safeguards.
- Adopting detailed policies and Binding Corporate Rules, which are rules for data privacy compliance approved by European regulators.

### Strengthening Cybersecurity

Protecting Autronica, our workforce and our stakeholders from cyber risks is a shared responsibility across our organization. It begins with our Cybersecurity team, a part of our Digital Technology organization, which advances a cyberdefense strategy seeking to detect, mitigate and respond to ever-changing cyber threats.

We engage industry experts to conduct regular assessments to validate defensive measures, employing a comprehensive risk management framework to enable effective escalation and management.

Similarly for product security, we collaborate with industry experts to conduct cybersecurity assessments on key products across our portfolio.

As part of governance practices, the Audit Committee of the Autronica Board of Directors reviews Autronica's privacy and the cybersecurity compliance programs on a regular basis to facilitate proper investments in people, process and technology



**References**

[Autronica homepage](#)

[Autronica ESG homepage](#)

[Transparency act requirements](#)

