

## 1 Introduction

Vanderbilt is a global provider of security systems, operating efficiently in 95 countries. Vanderbilt designs, manufactures and distributes systems that safeguard environments and organizations of all sizes. Agility, adaptability, and dependability are distinctive marks of the Vanderbilt brand and these decisive traits satisfy a broad variety of customers' application needs across banking, education, healthcare, retail, and more. Our product lines include access control, intrusion and video.

Vanderbilt wants to contribute to a sustainable future in putting actions in place that focus on reducing environmental impacts in their supply chain, development, occupational health and administration.

Corporate responsibility, including Sustainability efforts, lie within the remit of the CEO. Risk analysis and the actions taken to address these risks are owned by Vanderbilt's Executive Committee who frequently review this.

Our company values are driven by forward thinking and continuous evaluation of markets and trends to be able to meet our customer's expectation and provide the best in class products to secure our customers' most valuable assets. In line with this innovation, reliability and adaptability we also strive to have minimal impacts on the environment.

To learn more, please visit [www.vanderbiltindustries.com](http://www.vanderbiltindustries.com), or follow us on [Twitter](#), [Facebook](#) and [LinkedIn](#).

## 2 Targets

Sustainability is achieved in line with our organizations' core values: agility, adaptability and dependability. To be able to reach sustainability targets - we focus on the well-being and health of our employees, use of clean and non-declarable materials and focus on digital technologies throughout our business processes to prevent any kind of waste.

We limit travel by conducting virtual meetings where practical to do so.

At Vanderbilt, we want to minimize our impact on the environment. This is done in a variety of areas, such as:

- **Health and Safety**
- **Business Ethics**
- **Suppliers**
- **Employees**
- **Product and Development**

We believe that by thinking and acting in a sustainable way, growth and profits can increase over time. This is done by minimizing the use of natural resources, like using less paper in the offices, to challenging the development process for recyclable materials throughout their lifecycle.

All our efforts are described in more detail in our Code of Conduct which is available on our website.

## 3 Suppliers

At Vanderbilt we want our manufacturers to be ISO 14001 compliant which ensures their contribution, efforts and compliance towards sustainability and decreasing of waste.

We expect and monitor our suppliers for REACH, ROHSII and conflict minerals policy compliance.

We uphold our obligations in relation to the WEEE Directive, report our shipments and contribute to the costs of recycling of electrical/electronic and battery products to each of the relevant European authorities.

To reduce global environmental footprint the Supply Chain Management (SCM) team look to optimise shipping methods from suppliers and to our distribution network.

We continually look for ways to improve processes and reduce paper transactions by using online applications.

#### 4 Employees

Vanderbilt adheres to and follows any applicable local collective agreements with unions.

All employees must read and follow our Code of Conduct.

There are continuous efforts to reduce our environmental impact- Staff are encouraged to use less paper (*think before you print*) and Increase energy efficiency *low energy rather than low cost, better for the environment and better economically over time!*

Vanderbilt is actively encouraging continuous improvements in environmental protection throughout its value chain. Energy efficiencies shall be gained wherever we can find them.

We are actively working to safeguard our environment by reducing pollution, reducing the amount of waste, and enforcing regulations that keep our water and air clean. All office waste is handled in an environmentally friendly way

Vanderbilt expects all employees to help and take responsibility for the execution of this approach.

Vanderbilt has the work environment management system (SAM) in place. Vanderbilt has a designated health and safety officer. All employees are actively encouraged and given time to partake in first aid courses.

#### 5 Products and Engineering

The Phase Out of products is planned well in advance to ensure sale of all components and finished goods to reduce any need for scrap. However, if there are End-of-Life components or finished goods that can no longer be used or sold, the Product Line team works closely with SCM and our suppliers to ensure proper management of any waste.

*About the report\_*

*This report has been approved by the Board.*

*This report is for the financial year end 31<sup>st</sup> December 2018 and covers the entire Vanderbilt Group.*

*It is our determination to continue developing our sustainability agenda and we are motivated to become more able to report on sustainability in an increasingly more structured way. In particular relevant key ratios will be added in 2019.*

*If you have any feedback related to this report, please contact the Group's SVP for Human Resources & Sustainability.*