



Committed to Action

Our pathway to a more sustainable business

Edition 2 September 2025

GUNNEBO[®]
Entrance Control

We've made progress along our path to making our business better for the planet and the people that live on it.



“Our year has seen headway in our journey to being a business that operates **more sustainably**. From improved understanding on our **carbon emissions** and the impact of products, through to partnerships that drive change in the industry and extend our reach; we’re making the necessary changes to achieve our commitment.

This commitment shares the directions and actions that have

shaped our path and tells how we will live up to our promise to be **net zero** by 2045. Alongside our journey towards zero emissions, we’ll continue to deliver value for customers through innovating in our entrance control solutions and by driving lasting positive change.”

**President,
Gunnebo Entrance Control**



Blue text is our way of making terms clearer. Visit our **Definitions** section to learn just how we define our common sustainability terms.

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“We are committed to taking action to be a leading ethical business, to empower our people, and aim to reach net zero emissions by 2045.”



As a business unit of Gunnebo, we report on our environmental, social and governance at group level in compliance with CSRD requirements. The data and statements you read in this view are in-line with the Gunnebo Sustainability Review 2024 but relate to the activities of Gunnebo Entrance Control only, unless stated otherwise. To make it easy to see where we are referencing data and statements from the [Gunnebo Sustainability Report 2024](#), we've made them all **green**.

A Leader in People Management

Businesses, organisations and governments rely on Gunnebo Entrance Control to make people safe.

In airports, at train stations, on the metro, at shops, in sports stadiums, manufacturing and production, data centres, military facilities and more; millions of people are in contact with our products every day. Making people's safety as invisible as possible, Gunnebo Entrance Control solutions are proven across the world.

Solutions for the Safe Passage of People

Automated gates, turnstiles, revolving doors, security portals

and access control; all our products share the same goal: to make people safer. Gunnebo Entrance Control solutions are designed with this singular purpose in mind for many sectors and different buildings.

Worldwide Connections

With four manufacturing and assembly facilities, as well as sales offices and partners in every continent, we have a reach that sees over 130 million users travel daily through more than 100,000 of our gates worldwide.



Our mission:

Provide innovative entrance control systems that enhance safety, security, and freedom of movement.



Our vision:

Shape the future of people flow management.



A Group on a Mission

We're part of Gunnebo, a group of companies with a mission to make a safer world.

Gunnebo Group is a global leader in security, offering innovative products and services to control the flow of people, valuables, and cash. Through solutions for retail, banking, public transport, public and commercial buildings, industrial, defence and residential; Gunnebo's mission is to create a safer world.

You can find out more about how Gunnebo Group operates in its [Sustainability Report 2024](#).

A Shared Approach to Sustainability

We operate as a business with its own governance, social and environmental impacts; but as part of group of companies, it's important we share and align on an approach that makes it possible to understand the complete picture. That's where the Gunnebo

Sustainability Approach comes into play, serving as the guiding vision for our own strategy.

The Gunnebo Sustainability Approach sets targets and reports on progress on topics from both financial and impact perspectives (Double Materiality Analysis) in compliance to the [Corporate Sustainability Reporting Directive](#). These are published in the Gunnebo Sustainability Review 2024.

A Holistic Approach to Sustainability

The Gunnebo Entrance Control Sustainability Strategy sets out how we can contribute to reporting on sustainability at a group level, while ensuring that our business unit acts autonomously and independently to live out our sustainability philosophy. Our Sustainability Strategy is



intrinsically linked to the Gunnebo Sustainability Approach – we apply the same pillars – **Our Business, Our**

People and **Our Impact** – to ensure alignment, but set our own topics and targets within those.

Our Sustainability Approach Pillars



Our Business

- Compliance and Reporting
- Supply Chain Optimisation
- Transparent Governance and Communications
- ESG Collaboration and Partnership



Our People

- Diversity & Inclusion
- Safe Working Conditions
- Employee Communication and Training
- Paid Volunteering



Our Impact

- Circular Economy
- Principles for Products and Services
- Waste Management
- Operational Environmental Impact



United Goals for Development
The United Nations Sustainable Development Goals are an urgent call for action for all. They give 17 ways we can work together to ensure that we end poverty, improve health and education, reduce inequality, tackle climate change and work to preserve nature.

They are also a way to understand how the topics in our Sustainability Strategy are contributing to the goal to create peace and prosperity for people and the planet.



Wherever you see these icons appear, you know that the action is aligned to the Sustainable Development Goals.

A Gateway to a Sustainable Future

Our sustainability philosophy underpins everything we do at Gunnebo Entrance Control to create a sustainable future for our business:

“Our gateway to a sustainable future starts with a commitment to our business comprising of strong ethics, empowering our people, and caring for our environmental impact to provide innovative solutions to protect people, planet, and assets.”

This helps us to stay focused and make decisions that are in the best interests of our business, the planet and its people.

Progress is Being Made

To keep ourselves in check and on track for progress, we've set some cornerstone strategic targets that we believe are important in meeting our obligation to act as a better business. Tracking progress on these targets, we can see just how far we've got to go, but also just how far we've come.

“Our sustainability mission is to make the world safer as an ethical business that empowers our people and aims for net zero by 2045. Through our philosophy and a strategy that pushes constant progress on targets, we'll take the necessary actions to get us there.”

Global Marketing & Sustainability Director



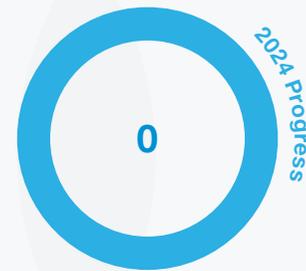
Our Strategic Targets

Our Business Strategic Targets

100% of production facilities ISO 14001 certified by 2027



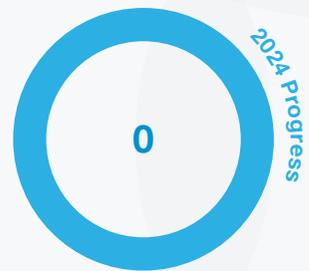
Zero confirmed complaints of breaches of customer privacy



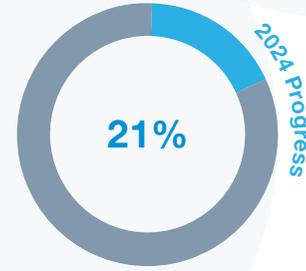
200 acres of habitat protected through World Land Trust by 2027



Zero incidents of bribery & corruption by 2027



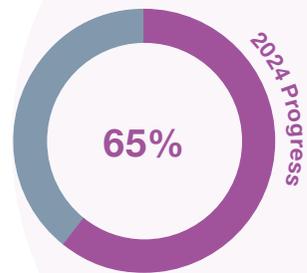
Climate Risk Assessment for 100% of all managed sites



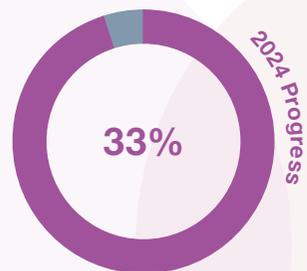
All progress calculations are internal, made from compiled data entered into [Sweep](#), a sustainability data management platform that ensures compliance to CSRD disclosure. Go to [Our Impact](#) to find out why we are showing an increase in emissions.

Our People Strategic Targets

100% of employees trained on sustainability via nano-learning by 2027



35% share of underrepresented gender in our management team by 2027



Our Impact Strategic Targets

40% absolute reduction of Scope 1 carbon emissions from 2022 by 2027



20% absolute reduction of Scope 2 carbon emissions from 2022 by 2027



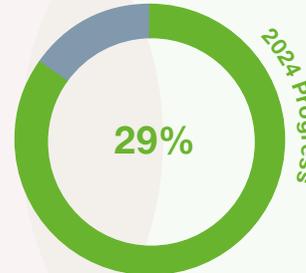
5% absolute reduction of Scope 3 (3.1 and 3.2) carbon emissions from 2022 by 2027



100% of managed sites on 100% renewable energy (procured and/or self-generated)



35% of waste diverted from landfill



All progress calculations are internal, made from compiled data entered into [Sweep](#), a sustainability data management platform that ensures compliance to CSRD disclosure. Go to [Our Impact](#) to find out why we are showing an increase in emissions.



Our Business



Committed to Ethical Business

Operating responsibility in business means ensuring that we treat every stakeholder with fairness and respect.

To our employees, suppliers and partners to customers and the people that walk through our gates every day, being open and transparent about how we operate is a measure of this approach in action.

A Clear Structure for Fair Reporting and Accountability

To ensure the information we present on sustainability is validated effectively and accurate in presentation, we have a governance structure for all sustainability activity.

Forums for Business, People and Impact

Our business-wide Sustainability Forum lets us collaborate and share knowledge to accelerate our transition to a more sustainable

Reporting & Accountability

Responsibility	Role
Oversight	President
Strategic Owner	Global Marketing & Sustainability Director
Operational Lead & Project Manager	Global Sustainability Officer
Operations and Product Sustainability	Chief Operations Officer
Strategic people initiatives	Vice President, Human Resources
Plant HSE	Global QHSE Manager
Supply Chain Sustainability	Global Supply Chain Manager
Leading departmental projects	Sustainability Champions

business. Held quarterly, the Sustainability Forum sees us share updates and discuss risks, while ensuring consistency in sustainability-related initiatives and disclosures for an aligned and effective strategy.

Our Sustainability Sub-committee

The Gunnebo Entrance Control Sustainability Sub-committee is a place where our department Sustainability Champions come together to implement positive actions aligned to our Sustainability Strategy.

Led by the service department Sustainability Champion and supported by the Global Sustainability Officer, the committee meets regularly to discuss ideas and plans for action that can help to improve sustainability within each department. With oversight from the Global Marketing & Sustainability Director, this open approach ensures engagement on the pillars of sustainability in each department, driving positive change that will help us progress to our targets.

Sustainability Forum

Responsibility	Role
Chair	Global Marketing & Sustainability Director
Meeting Organiser	Global Sustainability Officer
Compulsory attendance	Management
	Sustainability Champions
	QHSE

Honest and Transparent Communications

Our [Green Claims Policy](#) and Certified Signatory status of The Anti-Greenwash Charter are a framework and validation for sustainability-related communications that our honest and transparent.

Updated annually, the Green Claims Policy ensure compliance to upholding good standards of

The publicly available Sustainability A-Z is a straightforward guide to the most important ideas and common terms we use when talking about sustainability.



Download our Sustainability A-Z

responsible marketing based on values of honesty, transparency and fairness. It ensures that all sustainability related marketing from Gunnebo Entrance Control has been produced to a standard that ensures accuracy of reporting and with the intent to be free of misrepresentation.

For environment related communications, such as all those around Our Impact, we are certified by The Anti-Greenwash Charter. Ensuring we uphold the standards set out in our Green Claims Policy, periodic independent review ensures we are compliant with its core standards of responsible communication.

Engaging on Sustainability

We maintain strict standards to ensure the privacy and security of customer data. We actively contribute to positive impacts for consumers and end-users through a variety of initiatives. By adhering to quality, health, safety, and

environment (QHSE) standards, we prioritise frequent communication with consumers to ensure they receive relevant and timely information. In applicable markets, we utilise tools like our Voice of the Customer (VoC) program, which includes surveys and interviews to gather valuable feedback that helps us identify areas for improvement. Furthermore, we provide guidelines on the safe use, storage, and handling of our products, enhancing consumer safety and satisfaction.

Building Trust with Ethical Practice

Gunnebo is engaged in preventing, detecting, and addressing allegations, or incidents of corruption and bribery, as part of its broader commitment to ethical business conduct. These procedures are supported by policies, targeted training, clear communication, and independent oversight mechanisms. At-risk functions receive mandatory annual web-based training. This

training is required for all new hires in risk-prone roles as part of their onboarding.

Reporting Helpline

The helpline provides a secure and anonymous channel for employees and external stakeholders to report concerns, including financial misconduct (e.g., accounting discrepancies, fraud, auditing issues) as well as other workplace-related concerns that may contradict the Code of Conduct or internal rules.



Want to know more about The Anti-Greenwash Charter and how it helps us to ensure better sustainability communications? [Visit the website.](#)

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The number of Gunnebo Entrance Control sites that are ISO 27001 certified for information security*

37.9%

of identified at-risk functions across Gunnebo Group have been fully trained on ethical business conduct*

*Certification available on request

Aligned With Recognised Target Tracking

Along with our strategic targets and compliance to reporting requirements like CSRD, we also report on carbon emissions as part of Gunnebo's SBTi near-term targets. The Science Based Targets initiative (SBTi) is a collaboration between CDP, the United Nations Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF). The SBTi defines and promotes best practice in science-based target setting and independently assesses companies' targets.

Working for the Planet with Project Earth

A project between Safe Storage and Entrance Control business units and the group sustainability team, the Project Earth initiative sets the actions for a future of lower environmental impact and ensures we actively contribute to Gunnebo's SBTi targets. Through this we're

undertaking a full analysis of our Scope 1, Scope 2 and Scope 3 greenhouse gas emissions. For any company, this is an extraordinary piece of work. We are now working with our material and transport suppliers to calculate emissions more accurately and measure the environmental impact of the entire value chain. Over 90% of our carbon emissions are from Scope 3, with hotspots in purchased goods and services, as well as the use of our products.

Due to methodology improvements and recent mergers and acquisitions, we have not disclosed certain measurements due to misrepresentation. For our latest CO₂ emission figures, please contact sustainability.ec@gunnebo.com. The Gunnebo Sustainability Review 2024 contains up-to-date GHG emission figures for group activity.

Checking in on Progress

Our Sustainability Strategy sets out clear strategic targets within Our Business, Our People and Our Impact. We report on these targets using Sweep, a group-wide CSRD compliance tool that ensures accuracy of data. For clarity, our targets are also mapped to the UN Sustainable Development Goals to identify the relevancy of our actions in a global context.

Understanding our Climate Risk

Knowing about the climate-related risks we might experience in the future is necessary to ensure that we can plan for a more sustainable future and business continuity along the way. Through our preliminary climate risk assessment (CRA), we've gathered a picture of what the future might look like and how our business can respond to ensure it remains resilient and financially viable.

Rooted in scientific guidance and industry best practices, our preliminary climate risk assessment combines stakeholder engagement, site-level data gathering, desktop reviews, and existing risk mitigation strategy evaluations. We used two IPCC-aligned climate scenarios and assessed risk in the near-term (2030) and mid-term (2050).



Global warming kept below 2°C (SSP1-2.6)

Reflecting a world that limits global warming to below 2°C and is proactively addressing climate change with global cooperation, high mitigation activities, investment and infrastructure.

As part of our assessment, we also looked at actions we could take to improve resilience against physical and transition risks, helping to create a guiding pathway for a business that’s more adaptable to changing climate, economic and social shifts.

Near-term: For physical risks, site-level flood risk assessments and water quality monitoring established, along with investment in drainage, flood resilience, water filtration and recycling systems. Ensure HVAC systems are up-to-date and monitor climate events closely.

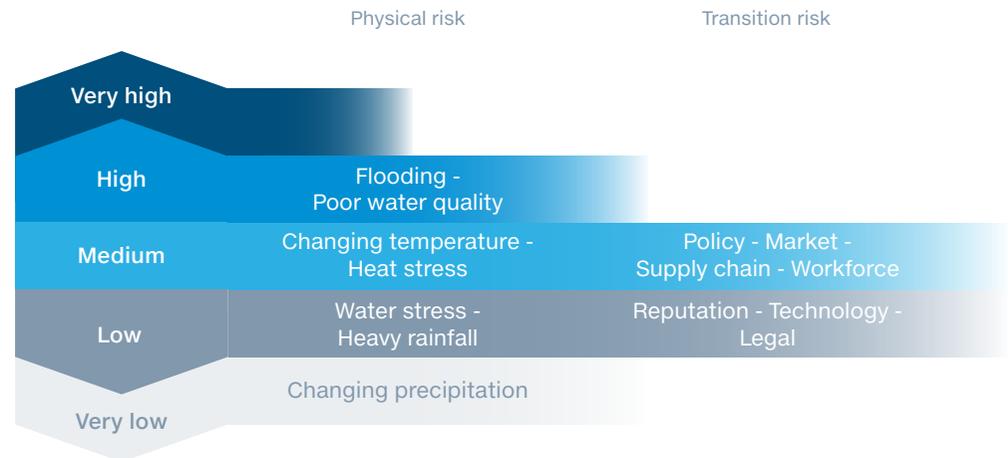
Our readiness in terms of transition risk is moderate, so in the near term our actions should be focused on compliance and strategic alignment

with emerging policies to reduce exposure, as well as building resilient supply chains, investing in workforce transition and planning, and monitoring market trends. We should also strengthen financial scenario planning to accommodate near-term impacts.

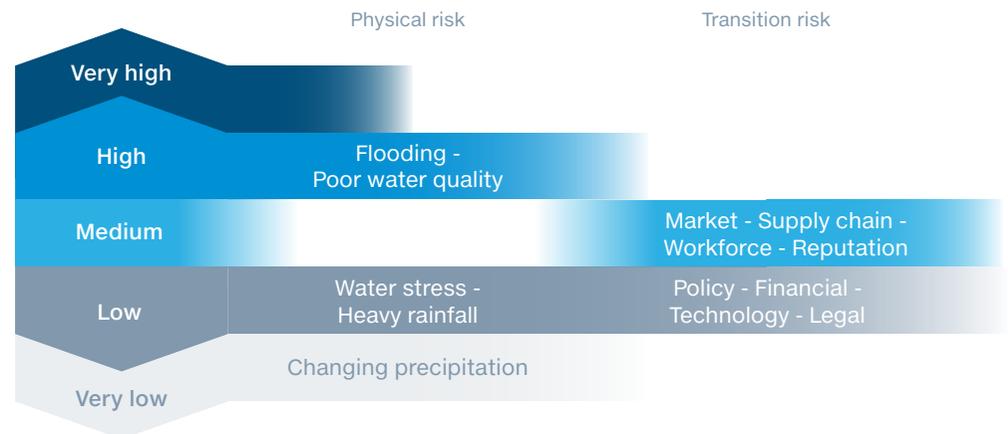
Mid-term: Site-level flood risk assessments and water quality monitoring established, along with investment in drainage, flood resilience, water filtration and recycling systems. Ensure HVAC systems are up-to-date and monitor climate events closely.

To mitigate transition risks in the mid-term, we should communicate transition strategies to investors to manage capital access.

Near-term Risks



Mid-term Risks



Runaway GHG Emissions (SSP3-7.0)

Reflecting a world where GHG emissions remain high. Severe physical climate impacts and society experiences fragmented global cooperation, isolated policies with limited climate change ambition and uneven socio-economic development.

As part of our assessment, we also looked at actions we could take to improve resilience against physical and transition risks, helping to create a guiding pathway for a business that's more adaptable to changing climate, economic and social shifts.

Near-term: For physical risk in the near-term we required immediate adaptation, particularly in site with high risk for flooding, heat stress, changing temperatures and poor water quality. These plans should be site-specific for temperature and heat stress with flood risk infrastructure put in place where necessary.

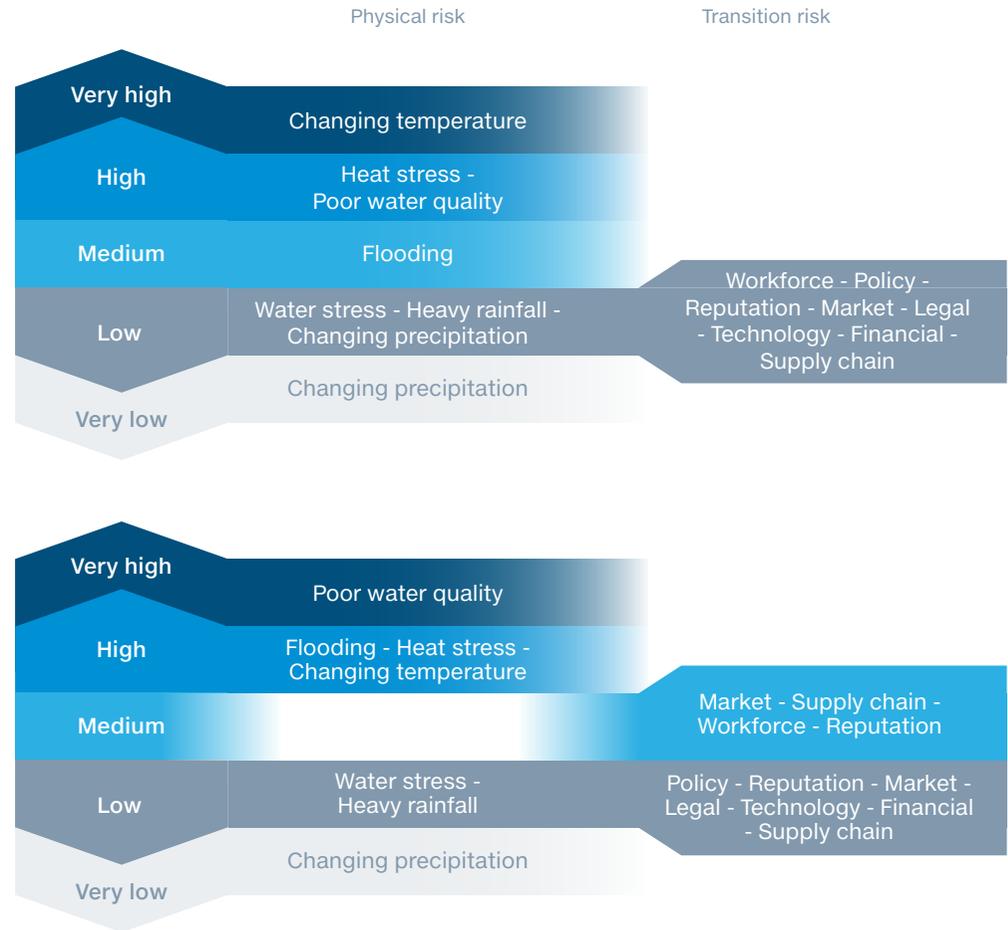
In terms of transition risk, While the current landscape suggests minimal risks, we need to remain agile and focus on localised activities to account for any changes in regulation and consumer behaviour.

Mid-term: In the mid-term, physical risks mean we should investigate water sourcing alternatives to have contingency planning, investing in flood resilient infrastructure ensure HVAC systems are up to date and that contingency plans are in place for heat caused black-outs and equipment shut-downs.

To address the medium-term medium risk, we need to build resilience through the steel supply chain and look into investments that support the cost of sourcing **lower carbon** alternatives and increasing supplier maturity to ensure where regulations are inconsistent, we remain competitive and compliant.

Our preliminary climate-risk assessment sets a baseline for exposure and preparedness in

Near-term & Mid-term Risks



future climate and continuity risks and sets out areas in which we can create a structured action plan to

minimise risk. It also contributes to the Gunnebo preliminary climate risk and resilience assessment.

Optimising Our Supply Chain

Fully understanding our supply chain is also key in operating responsibly in business, ensuring that we treat every stakeholder with fairness and respect and find ways to work together to live out our sustainability strategy's commitment. To begin this, we're building a supplier engagement process, starting with a small number of strategic and potentially high-impact suppliers across our production facilities. As the result of this process, we will be able to prepare a strategic plan to improve governance throughout our supply chain.

We have developed a purchasing strategy across global, regional and local suppliers that reduces distance to minimise carbon footprint and are also working to develop better solutions in the supply chain, such as returnable packaging. For example, the team in Lavis has worked with suppliers to develop returnable racks for transporting and storing various materials, in

particular glass. Replace single-use packaging, these racks can be used hundreds of times, helping to minimise waste, improve handling efficiency, optimising space and reducing loading times. Our Kunshan, China and Zlin, Czech Republic plants are implementing similar initiatives, and we hope to measure the impact of these in the future.

“Reducing the impact in our supply chain involves us working closely with partners to find ways that help us collectively to become more efficient and resourceful. The repackaging and use of returnable racks to reduce plastic waste and improve efficiency shows that working with supply chain partners can lead to significant gains for our business.”

Global Supply Chain Manager



Working with Suppliers to Cut Down on Waste

Recently, our team in the US encouraged one supplier to change how they ship components to us. Sensors for use in our gates, which were once individually packed, now come bulk packed in quantities of 25.

Significantly cutting down on packaging waste, the change also has the benefit

of improving efficiency in production. Previously, it was estimated that opening and preparing 150 individually packed sensors for installation took around an hour. The switch to bulk packing has not only saved an estimated 63,630 plastic bags but is also estimated to save around 352 hours in labour time over the course of a single year*.

*Estimated savings are based on internal calculations and are not third-party verified.

Magnifying Actions Through Collaboration

Partnerships for positive change

By establishing partnerships and fostering cooperation, we're able to extend beyond the reach of our own value chain. Over the course of 2024 and into early 2025, we've established partnerships and entered into memberships that are helping us to achieve exactly this.

For example, our partnership with the World Land Trust is reaching beyond our value chain in protecting biodiverse habitats, while progressing our strategy through collaboration and partnership. These

habitats are home to thousands of species, including endangered species such as the Clarke's Weaver ([IUCN Red List](#)) and rare species like the El Rincon Stream Frog. Our partnership helps to protect their habitat and we have committed to protect at least 50 acres annually.

The Anti-Greenwash Charter

We're a Certified Signatory of The Anti-Greenwash Charter and operate guidance on sustainability communications through our [Green Claims Policy](#). Through the

charter's standards of conduct and the independent review of our sustainability communications on a periodic basis, you can be assured that our communications are honest, transparent and fair.

World Land Trust (WLT)

WLT is an international conservation charity that protects some of the most biologically significant and threatened habitats on earth. The charity works with a network of partner organisations around the world, funding conservation

that benefits wildlife and local communities, while also combating climate change.

Through WLT's landmark Buy an Acre programme, we're helping to fund land purchase in areas specifically chosen for their biodiversity. The programme sees experienced and trusted local partners safeguarding ecologically important land at threat of deforestation, urbanisation and agriculture. Much of this land serves as the last remaining haven for countless rare and spectacular



species. Acre by acre, we're working with WLT to preserve and protect habitats in perpetuity.

Climate Group's SteelZero

SteelZero brings together leading organisations to speed up the transition to a **net zero steel** industry. As well as driving demand for **lower emission steel** and contributing to policy reviews, SteelZero members take collective action and improve knowledge and awareness through peer-to-peer learning and sharing best practice.

Steel is the primary material in many of our products, and its global production is estimated to represent around **7% of the world's GHG emissions**. By becoming a member of SteelZero, alongside over 40

other businesses consuming over 10 million tonnes of steel every year, we're working towards SteelZero's commitment of using 100% net zero steel by 2050.

Achieving net zero steel in our products has significant challenges particularly due to availability on a commercial scale, but as one of the top five emitting materials in our purchased goods, reinforced steel accounts for around 20% of our total CO₂e emissions (2022). Therefore, we are committed to prioritising the use of lower emission steel, including recycling and responsibly produced materials. Alongside our commitment to lower emission steel, we also recognise that sourcing closer to our operations lowers both the cost and emissions of transporting steel.



700

The number of trees planted in Australia's Yarra Yarra biodiversity corridor as part of our partnership with Carbon Neutral in its Plant-a-tree programme.*

*Certification available upon request.

So far, through our annual contribution and prize-matching donation from an employee competition, we've helped WLT and its local partners to purchase and protect 29.5 acres* of threatened habitats and their wildlife in Kenya's Dakatcha Woodland, South Africa's Renosterveld and Argentina's Somuncurá Plateau.

*From 1st September 2024 – 31st March 2024.
Certification available in request.



Denham's Bustard, credit: Overberg Renosterveld Conservation Trust

Memberships for positive change

USGBC

U.S. Green Building Council (USGBC) is an internationally recognised organisation with the aim to transform the ways buildings are designed, built and operated to be more environmentally and socially responsible. It is home to the LEED buildings rating system that helps architects, constructors and owners to play an active role in designing, constructing and operating buildings in a more considerate manner. LEED is the top green building rating system in the world, with more than 205,000 professionals and over 1,000 green building courses.

As a USGBC Silver member, we're committed to supporting the mission to transform buildings and communities, creating an environmentally and socially responsible environment that enhances the quality of life. As part of our membership, we will also

be developing and evolving LEED, the future of the green building industry. It will also help us to further reinforce our relationship with architecture practices pursuing a more sustainable built environment.

Partnerships for Robust and Independent Reporting

Critical, robust and independent assessment of activity is of vital importance in building a fair and transparent picture of our progress to being a more sustainable business.

EcoVadis

Gunnebo uses the EcoVadis sustainability methodology to independently assess our progress. EcoVadis is the world's largest provider of sustainability assessment and rates us on a score from insufficient to outstanding. The [EcoVadis Scorecard](#) also allows us to compare with other companies in the security sector, so we can keep

track with our aim to be a leader in sustainability within our industry.

In 2024, we were awarded an EcoVadis Bronze Medal for the first time. Our rating improved from 48 (out of 100) in 2023 to 62 in 2024, putting us within the top 35% of companies assessed by EcoVadis in our industry.

EPD Hub

Understanding the environmental impact of manufacturing, operating and disposing of our entrance control systems is imperative in helping our research and development teams to create better products in the future. Environmental Performance Declarations (EPDs) are fast becoming the standard for a robust way to assess the environmental impact of products, not just for manufacturers to make improvements but also for architects, facilities managers and operations to make an informed decision.

EPD Hub is one of the leading global EPD programme operators, delivering integrated EPD verification and publishing in line with ISO 14025, EN 15804+A2, ISO 21930, and other standards. Our partnership with EPD Hub ensures the validation of our data, for an EPD that stands up to scrutiny.

GreenCircle

GreenCircle Certified is an independent body that provides third-party certification to verify sustainability claims. Partnering with GreenCircle certified helps us to validate claims we make on our products so that they can be trusted as accurate and transparent assessment of the performance of our entrance control systems.



A Lifetime of Energy Savings

Our new GlasStile S automated internal security entrance gate has been designed to minimise energy consumption during use, so that facilities can benefit from electricity and cost savings because of more efficient operation.

To measure the gains of new GlasStile S over the previous generation, we have benchmarked energy consumption through GreenCircle Certified Energy Savings verification. Comparing its energy consumption during operation to the previous generation GlasStile as a baseline, the certification has validated the energy savings available by choosing new GlasStile S to control movement in building receptions.

*GlasStile S uses 79% less energy during the product's standby mode with the brake disengaged and 6% during its use phase (when the mechanism opens and closes). This assumes product dimensions of 810 x 550mm and a lifespan of 10 years. The energy savings data has been audited and third-party verified by GreenCircle achieving the standards of the GreenCircle Certified Energy Savings verification.

The implemented design improvements to GlasStile S sees it achieve a 79% lifetime energy saving over the previous generation*.



Local Partnership with University of Sussex

Our HQ based in Maresfield, United Kingdom is close to campuses for the University of Sussex enabling us to embark on a localised research partnership that lays the foundation for long-term projects to help improve sustainability in our own operations and supply chain.

Through the University of Sussex's Student Consultancy Programme, we have been able to start our journey into researching lower emission steel and opportunities to improve our supply chain. Looking towards our own industry, as well as further afield, the research project established best practice for the use of lower emission steel and how we can best support and engage with suppliers that are not yet using lower emission steel or sustainable practices in production.

The results lay the foundation for accelerating the transition to near zero steel and will help to establish a

model for best practice in steel use for our industry.

The Student Consultancy Programme is also looking at how we can take a more **circular approach** to transportation packaging for products that need to be shipped in wooden crates, particularly in APAC and EU markets. Once the project has been completed, we'll be setting up a taskforce to implement selected recommendations into our supply chain.





Our People



Empowering Our People

We are committed to empowering our people through providing safe and inclusive working conditions and fostering employee development and training.

It's a priority of our business to uphold the human rights of people within our own operations and we aim to promote this within our value chain to ensure everyone is with provided safe working conditions. You can find out more about the group-wide implementation of human rights in our own workforce and throughout the value chain in the [Gunnebo Sustainability Report 2024](#) from page 75.

Celebrating Our Global Communities

With offices around the world, our workforce is diverse and through a culture of recognition and respect we look to encourage celebration of our differences, how they set us apart and how they can bring

us together to achieve remarkable outcomes.

Whether celebrating the colourful Holi festival in India or Chinese New Year, we share our cultural events through our Midas intranet to inspire others to take part and simply to appreciate the many communities and cultures that are found within the business.

Respecting Our Differences

To continue treating each other's differences with respect, our Sustainability Forum held a session on unconscious bias with Laughology, an ethical, training and consulting organisation built around the psychology of humour, laughter and happiness. The workshop



We are part of the UK Government's Disability Confident Employer scheme to challenge attitudes and remove barriers for disabled people in the workplace and will spread awareness across our regions.



explored the thought processes behind unconscious bias, looked at systematic bias and identified strategies for conscious inclusion so we continue to build on a business culture that recognises the need for appreciating the uniqueness of every individual.



In 2025, Our campaign for International Women's Day highlighted women in all parts of the business to encourage conversations and change perceptions of what it means to be a female working in a global organisation. Recognising the

challenges and celebrating the achievements of women in the workforce on our Midas intranet and social media, the campaign highlighted the positive and proactive steps we are taking to better balance gender in our organisation.



Encouraging Equality

With a management team made of 33% women (2024), we are on the way to becoming a business that benefits from a more balanced perspective, but we still have work to do to ensure that our workforce better represents females, different ethnicities and cultures at all levels of the business. We'll do this by continuing to focus on the talent of individuals from every gender, race and culture across our worldwide organisation, supporting them to achieve more and providing a platform for their professional development.



“Diversity is not what we do, it is who we are and we grow together to achieve remarkable outcomes. It makes us stronger, smarter, and more connected to the world we are working to make safer.”

Vice President Human Resources

Training for a Sustainable Future

We believe that improving knowledge and understanding of climate change is instrumental in making sustainability a priority for all colleagues. Through training, such as our bite-size nano learning, workshops and masterclasses, we're facilitating a comprehensive training programme with the singular goal to embed sustainability within the culture of our business.

Nano Learning

Our sustainability nano learning modules have covered a range of topics in a convenient and compulsory bite-size format. This means that colleagues in every department within the business have improved their understanding and knowledge across net zero, the greenhouse effect, CSRD, terms,

greenwashing and the [circular economy](#).

Workshops

Workshops have supported understanding at a deeper level on several key topics including an EPD bootcamp, an introduction to the circular economy and the power of collaboration for our department Sustainability Champions and an introduction to sustainable design. Our Lunch and Learn session with World Land Trust also saw 70 colleagues improve their knowledge on the charity's work and how we're supporting its critical work in protecting biodiversity as a corporate partner.

Masterclasses

Masterclasses are a foundation for

extended and in-depth knowledge on topics with global relevance. In 2024, we held a masterclass on the United Nations Sustainable Development Goals, partnering with AlterContacts, a think tank for sustainable development and in Special Consultative Status with the UN, to spread awareness of how businesses, including ours, can align with the SDGs to take action for a more sustainable future. The masterclass recorded widespread attendance from colleagues across the globe, with more than 60 taking part in the online session.

Anti-Greenwash Training

As part of our Certified Signatory status in The Anti-Greenwash Charter and through our [Green Claims Policy](#), we're committed to

delivering training on greenwash for colleagues. In 2025, we'll be rolling-out training, starting with marketing and sales departments, to ensure a clear understanding of greenwash and to create best practice for its avoidance in communications, presentations and more.

Inspiring New Thinking

To encourage new approaches to product development and free-thinking, a guest speaker session within one of our Sustainability Forums took a look at new and experimental materials and their application in interiors and architecture with the support of Grant Gibson, a leading orator on materials.

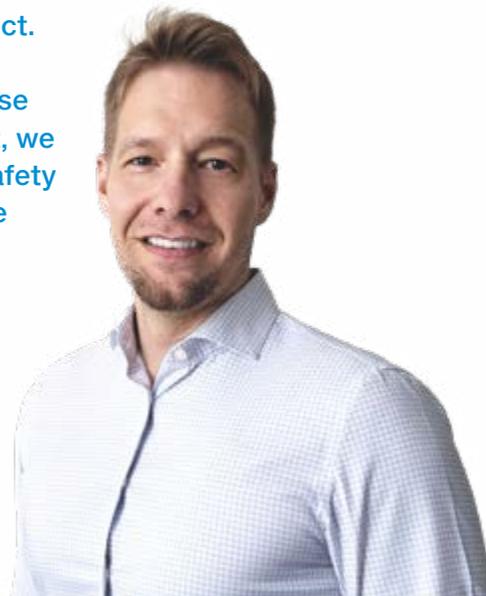
Ensuring Workforce Safety

Safety Committee

The role of the Safety Committee is to embed a safety-first culture within the business and collaboratively develop policy that considers the welfare of every colleague. This knowledge-first approach sees the committee made of colleagues at every level of the business. Our slogan, ‘Work Safe. Go Home Safe. The Gunnebo Way.’ helps to embed safety into our culture.

“Safety is not a one-time project. It’s a continuous process of improvement. By involving those who understand the risks best, we build an environment where safety is the natural standard, not the exception.”

Global QHSE Manager



of production facilities are ISO 45001 certified*

100%

*Certification available on request





Our Impact



A Pathway to a Sustainable Business

Our pathway to be a net zero business by 2045 involves action throughout our own operations and value chain to reduce environmental impact.

As we continue on our path to be a sustainable business, we're taking action to understand our value chain's sustainability opportunities and risks and make meaningful changes with proven results. From little actions to big ones, we're evolving how our business operates. While we still have some way to go, we're glad to have made progress. Our approach has also established a Sustainable Design Framework for the direction of future product development in-line with circular economy principles. Alongside, collaboration for change and planning for **decarbonisation** will help us to reach our goal.



“Becoming a sustainable business involves taking action on many fronts. Through understanding and reducing the carbon emissions generated through our operations, products and value chain, developing products in line with our Sustainable Design Framework, and forging meaningful partnerships that help achieve our goals and extend our reach, we’re on pathway to a business that operates more sustainably.”

Global Sustainability Officer

Moving in Circles

We're adopting circular economy principles to guide our decision making and development of products and services.

Sustainable Design Framework

Our Sustainable Design Framework has been established to make sure future products are designed with the lowest possible environmental impact. Through principles of decreasing energy and material carbon intensity, optimising materials, sizes and cost, and increasing recycled content, longevity, recyclability and user accessibility; the framework will ensure that we create entrance control systems from a sustainability-first mindset.

Prioritising Efficiency

A priority in our Sustainable Design Framework for the development of new products, optimising the energy consumption of our gates is also something we can carry out across our existing product line-up as models are updated. Through firmware, more efficient motors and

software updates, we are prioritising efficient operation, so that Gunnebo gates reduce their energy consumption in use and standby.

Minimising Waste

Our gates use serviceable electronic components such as batteries and circuit boards, which until recently had been sent to landfill. Our

Service Department Sustainability Champion knew there had to be a better way and so has implemented a programme for the recycling of our old batteries and motors. Partnering with a specialist e-waste recycler capable of handling the specific types of batteries and motors we use, our items are now reclaimed to be turned into something new.

Importantly, the programme is also easy for our engineers, ensuring that more units are recycled.

Once our gates have been serviced by an engineer, they are sent to our Maresfield facility where they are stored in appropriate bins. When the bins are full, they are collected by our recycling partner to be

Sustainable Design Framework



separated and recycled. Containing materials such as lead and copper, batteries and motors have a high recycling value and so the programme is not only better for the environment, but it also pays back financially.



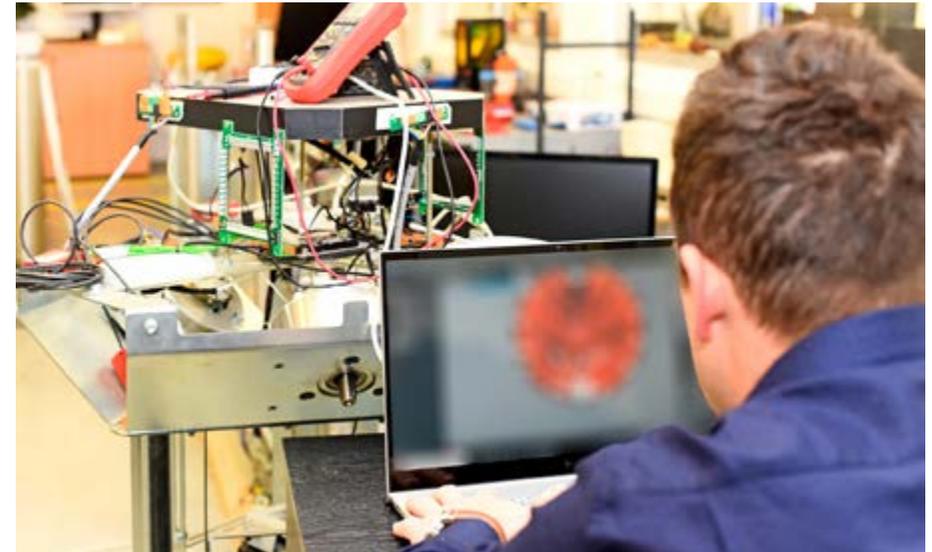
We've also looked at how we can reduce non-recyclable materials in the packaging of our gates. Now, SpeedStile and OptiStile gates are protected in double-walled recyclable cardboard boxes. The cardboard replaces the non-recyclable OSB boards used previously, reducing our reliance on non-recyclable materials.

The switch to cardboard has meant a series of improvements to ensure the stability of crates during transit. Upgraded wooden pallets are now used to provide better support for the gates and make handling easier. These pallets also feature double the number of fixing bolts to hold the gates, along with pre-drilled holes to prevent splitting of the wood. This added strength and stability lets us make the switch to recyclable cardboard and eliminate non-recyclable OSB.

410kg

The weight of end-of-life batteries from our gates recycled (as of October 2024)*

*Certification available on request



For our programme of independently verified EPDs, which look at total GWP (Global Warming Potential) during a 10-year usage life, we need to understand how they consume energy in operation.

This saw our electronic engineer working alongside product managers and our global sustainability officer to develop a testing scenario that realistically simulated daily use in standby and

operational modes for an accurate measurement.

This testing scenario has already proved effective and accurate and is used as the basis for validation with GreenCircle Certified Energy Savings Certification, comparing the energy efficiency of our newest generation of GlasStile gates compared to previous iterations.

A Measured Approach to Specification

Our commitment to design and manufacture entrance control systems products that provide a reduced environmental impact compared to previous generations, means we need a clear understanding of the life cycle of our products.

Through conducting life cycle analysis on a 10-year cradle to grave basis, we are undergoing a programme of independently verified EPDs (environmental performance declaration) for our products. With verified EPDs, specifiers can also make more informed choices and compare the environmental performance of our gates on a like for like basis, as well as use them as qualifying credits in the USGBG (U.S Green Building Council) LEED and BRE (Building Research Establishment) BREEAM certified projects. Currently, [Gunnebo FLs Max](#) is available with verified EPDs from EPD Hub. [Gunnebo SpeedStile FLs BA 1200](#) is also available with an EPD, while Gunnebo GlasStile S

is in the assessment phase. We're undergoing a roll-out programme for other products, to bring clearer understanding of environmental performance to all projects.

Certified Energy Savings

Along our ongoing journey to verify performance of our new Gunnebo GlasStile S gate through its EPD, we have undergone robust third-party verification of its energy consumption through the [GreenCircle Certified Energy Savings verification](#). Comparing its energy consumption during operation to the previous generation GlasStile as a baseline, the certification has validated the energy savings available by choosing new GlasStile S to control movement in building receptions.

Adopting an approach that lives up to circular economy principles extends to more than just the composition and performance of our products but also encouraging a more sustainable society. For example, the Gunnebo SpeedStile FL Bike gate encourages healthier

commuting by making entry into workplaces with a bicycle easier and passage more secure. You can read our white paper, '[Encouraging Healthier Commuting](#)' to find out more about the growth in better ways to travel to work. In another white paper, '[The Rise of Ticketless Travel](#)' we take a look at how we also support mobility in urban public transport through products like Gunnebo Metro Tripod Turnstile.





GUNNEBO[®]
Entrance Control

Delivering Security for LEED Certified Projects

With multiple LEED-certified buildings in its portfolio and operating for over a decade with a focus on sustainable project development, Fibra Activos Inmobiliarios prioritises solutions that enhance security, efficiency, and environmental responsibility. To meet these requirements, Fibra specified five Gunnebo SpeedStile FLs gates for its prestigious Edificio FIBRA Camino Real project in San Isidro Golf.

“Not only does SpeedStile FLs provide a secure and efficient solution for our tenants and visitors, but it also supports our LEED certification goals, reinforcing our commitment to energy efficiency and long-term value.”

Juan Carlos Azcoytia,
Asset Manager, Fibra Activos Inmobiliarios



GUNNEBO®
Entrance Control

Making Public Transport More Accessible

Metro Barcelona's Ernest Lluch station serves as a high-volume interchange between metro and tram services. The station was designed from the outset to integrate advanced ticketless infrastructure.

Gunnebo full-panel tripod turnstiles were installed to manage both flow and security, with features that prevent fraud while maintaining rapid throughput. The result is a contactless, smart system that works to improve the flow of passengers, adapting to different busy periods such as peak hours and promotes mass public transit as an easy way to get around the city.

“Number one was to improve accessibility for our customers, especially for those with reduced mobility.”

Jordi Picas,
Director of Network Systems for Metro Barcelona



Decarbonising Operations

An approach to product rooted in the circular economy will help to reduce the embodied carbon of our products, but we also need to look to the wider impacts of our business if we are to achieve our 2045 target. From the cars we drive to energy used to power our offices, and how we cut down on waste; there are measures we can take to remove **carbon emissions**.

Why Have We Gone Backwards?

Our Scope 2 Emissions have been recalculated due to more energy being used in increased production and a change of production facility in the USA. This means things have gone up temporarily, but now we're armed with more accurate data, we're ready to get right back on track. In terms of Scope 3 Emissions, the same also runs true. An uplift in products sold has led to more materials purchased and more entrance control systems in use. As supply chain optimisation and the

Our Ambition to Cutting Down on Emissions

		2024	2027	
Scope 1 emissions	Absolute reduction in CO ₂ e from 2022	-29.6%	-40%	
Scope 2 emissions	Absolute reduction in CO ₂ e from 2022	+19.63%	-20%	
Scope 3 emissions	Reduction in emissions (3.1 and 3.2) from 2022	+15%	-5%	
Sustainable fleet*	Fleet to consist of hybrid or electric vehicles	21.33%	30%	
Energy	100% renewable energy in managed sites	10.53%	100%	
Circular economy for products and services	Products to ship in sustainable packaging**	-	15%	
	Recycling of e-waste	-	15%	
Waste management	Waste diverted from landfill through recycling, compost, reuse or incineration	29%	35%	

Water and circular economy are new targets with a start date of 2025. All progress calculations are internal, made from compiled data entered into Sweep, a sustainability data management platform that ensures compliance to CSRD disclosure. *Sustainable fleet relates to the transition to lower carbon forms of transport such as electric and hybrid vehicles. **We are currently defining sustainable packaging for our goods and once established we will be able to assign a target of use.

Sustainability Design Framework are not yet delivering at full potential, this has led to an uplift in emissions.

Targets are all well and good, but we know we'll only fulfil our obligations if we take positive action, no matter how big or small. For example, when it comes to waste, we may not be close to our 2027 target of 100% of production sites using a defined framework, but thanks to the work of the team at our Duncan plant, we've taken that all-important first step, giving a model for use across other production sites.

Getting on top of Waste

The Duncan manufacturing facility in USA has implemented a staff-wide policy for how best to deal with materials and waste to reduce consumption and the amount that ends in landfill. The policy covers materials such as general trash, paper, steel, wood, wires, computer boards (used in all our gates), toner cartridges, plastics and aerosol cans.

Reuse is encouraged wherever possible and bins for materials to be recycled are placed for convenient access, making it a natural process to deal with waste in the correct way. The policy also identifies that it's everyone's responsibility to ensure proper processes are followed and colleagues are encouraged to report issues. 2025 will also see a series of improvements to waste management, including a composting programme and ongoing education and engagement for staff.

The policy has already led to change: eliminating single-use coffee cups and a switch from plastic cutlery and utensils to washable metal items. Also, wooden pallets are now broken down and reused for packaging pedestals for products coming off the production line.



Our Lavis plant has eliminated non-recyclable OSB from the packaging used to transport our security gates. Instead, new gates now ship in recyclable cardboard packaging. As a bonus, it's also helped to reduce packing time by an average of 50%. Gunnebo Entrance Control in China and in the US has also joined in the move to better packaging. Replacing wood for cardboard in packaging for gates in commercial buildings.

97.9%
of waste diverted
from landfill at our
Lavis plant*

*Based on internal calculations and not third-party verified.

Digital pollution is also a waste challenge for us to overcome, especially as we're a technology driven company. To get on the right track, the IT Sustainability Champion and the Global Sustainability Officer launched an internal digital waste campaign with Halo by Design. The start of this is a pilot project with the Global Marketing and Sustainability Team.

“I could immediately see the results.”

We conducted a survey to get an idea of the success of Green the Screen and received positive feedback.

Running a Digital Waste Clean Up Day, 'Green the Screen', the team gained knowledge on the impact of technology use and unsustainable digital behaviours. The analysis conducted showed a total equivalent of 3,662.88kg CO₂* – around four flights per year from London to New York – stored in download folders, deleted files,

mailboxes and picture galleries across the team.

Since the clean-up activities were conducted, unnecessary megabytes were deleted and reduction of 85% of CO₂ emissions made. Led by the Global Digital Marketing Lead and Sustainability Champion, the marketing team will be undertaken ongoing monitoring of digital waste and have collectively pledged to make further reductions in emails, and files by September 2025 in order to set a baseline for a target to 2027. We'll continue to clean up our digital waste and foster sustainable online behaviours, lessening hosting costs and operating expenditure as we reduce our digital requirements across the business.

*Analysis conducted by Gunnebo Entrance Control and [Halo by Design](#), based on internal calculations and are not third-party verified.



Work to promote better waste management has already been taking place in the UK too. Our Service Department Sustainability Champion and Regional IT Manager Jamie Coomber have teamed up with Computers 4 Charity to donate our surplus and used IT equipment. The charity uses our unwanted IT equipment for social and environmental good. In 2023, we donated 46 items saving over 3,000kg of carbon emissions.*

*Certification available on request



100%
of our production facilities are **ISO 14001 certified***

*Based on internal calculations and not third-party verified.

77,957kWh

the amount of energy produced by solar panels at our Zlin plant, home of Cominfo part of Gunnebo Entrance Control, between 2023 and 2024*.

*Based on internal calculations and are not third-party verified.

A Fleet with Less Va Va Voom

We're also looking at ways that we can reduce the reliance on fossil fuels to power our fleet of cars, and service vehicles. While switching to electric or hybrid cars for operational and sales colleagues that need a company vehicle is a relatively easy thing but elsewhere it's harder.

Our service technicians spend plenty of time behind the wheel and don't always have the time to charge between appointments to keep customer gates fully serviced for a long life. The vans we use are, like millions of others, powered by diesel engines. While these are minimised by filters and recirculation



equipment, we are actively working to make our vehicles cleaner and emit zero emissions.

In Denmark, our Service Technician has been provided with a brand new all-electric van. The VW ID Buzz carries up to 79kWh capacity battery with a range up to approximately

400km (254miles). It has an excellent payload capacity to carry all the equipment and spares needed.

The short driving distances between customers in Denmark are perfect for an EV vehicle. They reduce environmental impact with zero tailpipe emissions and regenerative braking. And the ID Buzz comes with smart technology to manage energy usage and optimise driving routes.



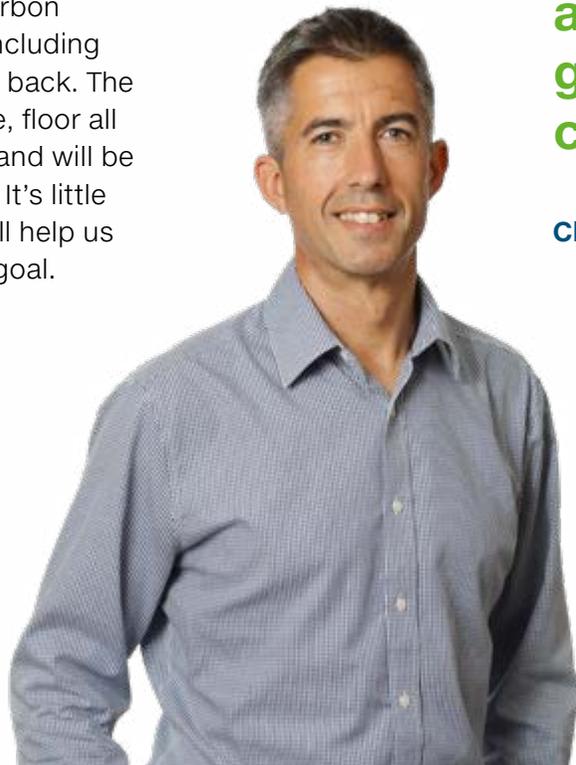
21%
of our fleet is powered by electric or hybrid vehicles*

*Based on internal calculations and not third-party verified.

Finding Reductions in Unusual Places

With awareness of sustainability developing throughout our organisation, we're discovering new ways to make a positive reduction. When developing our exhibition stand for the Passenger Terminal Expo event, our marketing team knew they wanted to find a more sustainable solution and began looking for a partner that could help.

They teamed up with Tecna UK for a stand that has a total carbon footprint of 735kg CO₂e, including transport to the show and back. The stand framework, furniture, floor all came from existing stock and will be reused on future projects. It's little changes like these that will help us stay on track to our 2045 goal.



“Big numbers always look great on paper, but there’s a need to be practical about how we achieve the double-digit savings demanded by our emission reduction targets. We’re really seeing the impact of making many small changes and engaging our colleagues on sustainability. Through innovative thinking and embracing a positive can-do approach, we’re confident that we are on a path to hitting our decarbonisation goals while continuing to create the best customer value.”

Chief Operations Officer

50

The minimum area of nature-rich land we'll protect every year through World Land Trust projects*

*Commitment available on request

Looking Forward

Like all business, becoming more sustainable is an adventure into fully understanding the ethical, social and environmental impact of operating. Since we published our last edition of Committed to Action, in May of 2024, we've certainly discovered much about what that looks like and have proved our commitment to improving the status quo.

“ Our partnerships with organisations like SteelZero and World Land Trust are involving us in globally important issues, while membership of the US Green Building Council, the roll-out of a widespread third-party verified EPD programme, and GreenCircle auditing for energy performance are helping us to address improving our products. This work will continue with our Sustainable Design Framework and the development of an end-of-life scheme for products to ensure as much value as possible is retained.

The Sustainability Team

“Through training and development, acting sustainably and responsibly is becoming part of business culture and through initiatives like Sustainability Champions, we will continue to inspire and empower colleagues to play an active role in our transformation.

“That said, there is still much work to do, and we are by no means perfect. Improvements need to be made across the organisation to reduce our emissions, such as switching to more renewable energy, better managing waste and

improving the adoption of carbon reduction practices throughout our value chain. We also know that we need to work with suppliers to ensure high standards on ethical practice and workforce rights so that GEC and its value chain can continue to have a positive impact on communities. Throughout every part of business ethics, as well as social and environmental impact, knowing where there is room for improvement is equally as important as making the changes.

”

We hope that this edition of **Committed to Action** shows just how far we've come in a little over a year. Our progress has been considerable and demonstrates that little actions are leading to big changes throughout our business and making Gunnebo Entrance Control better for the planet and the people that live on it.

Definitions

Below you'll find the definitions we've used throughout this review. A complete list of definitions used in our communications on sustainability can be found in our [Sustainability A-Z](#).

Carbon emissions; carbon dioxide equivalent (CO₂e) emissions relating from activities conducted by our business and products in use.

Circular economy; a system where materials never become waste and nature is regenerated. In a circular economy, products and materials are kept in circulation through processes like maintenance, reuse, refurbishment, re-manufacture, recycling, and composting.

Decarbonisation; the process by which countries, individuals or other entities aim to reduce CO₂ emissions associated with their activities. Typically refers to a reduction of the carbon emissions associated with electricity, industry and transport.

Digital pollution; the greenhouse gases that come from building, delivering and using digital technology.

Embodied carbon; Embodied carbon is the greenhouse gas emissions that are created by the product outside of use. Some of the processes that produce embodied carbon include manufacturing, transportation and installation. It also includes the emissions created in the maintenance, removal and disposal of a product.

Global Warming Potential (GWP); GWP is conveyed in CO₂e/unit of product/material to denote product-level GHG emission intensities. This usage is inconsistent with how 'GWP' is defined by the Intergovernmental Panel on Climate Change (IPCC) and in other GHG

accounting efforts, including national reporting by Parties to the Paris Agreement.

Lower carbon; a product or measurable action that demonstrates lower carbon emissions than the product or measurable action that it replaces.

Lower emission steel; is described as the GHG emissions intensity threshold of ≤2000 to ≤350 kgCO₂e/tonne of crude steel dependent on 0-100% scrap share of metallic inputs. Lower emission steel aligns with the quantitative threshold of ResponsibleSteel Decarbonisation Progress Level 2. Two values are required to assess the site-level progress towards achieving near-zero emission: the GHG emissions intensity (on a cradle-to-crude basis) and the scrap percentage

(as proportion of metallic inputs to steelmaking).

SteelZero uses the ResponsibleSteel International Production Standard (second version) to determine these values, specifically the accounting rules under Criterion 10.4, and the scrap equation under Criterion 10.6. Other equivalent routes undertaken by steelmakers when making claims on their lower emission steel qualifications, will be assessed. For more visit <https://www.responsiblesteel.org>.

More sustainably; a product or action that demonstrates a reduced impact on the environment and/or a positive social impact compared to previous products or equivalent products that are currently and widely available.

Net zero; the overall balance between emitting and absorbing carbon in the atmosphere. The outcome of limiting catastrophic climate change requires companies and countries to become net-zero, and many policies are based on achieving that within certain time frames.

Net zero steel; is defined as steel with a GHG emissions intensity minimised to be as close as operationally possible to zero metric tonnes of CO₂e / metric tonne crude steel, and any remaining emissions offset as a last resort using a recognised offsetting framework. For more visit <https://www.responsiblesteel.org>.

Our Business; we are committed to our business through ensuring high ethics in everything we do, fostering a sustainable supply chain with our suppliers and safeguarding high data security the security and privacy of our customers and employees.

Our People; we are committed to empowering our people through providing safe, inclusive and diverse working conditions, fostering widespread employee development and training and supporting community initiatives.

Our Impact; we are committed to reducing our impact on the environment through promoting principles of circularity and resource efficiency within our operations and products and strive to be Net Zero by 2045.

Scope 1; the Greenhouse Gas (GHG) emissions that we make directly by company activities, for example while running heating, production processes, lighting and vehicles.

Scope 2; the Greenhouse Gas (GHG) emissions that we make indirectly through the generation of purchased electricity, steam, heating and cooling used by the company.

Scope 3; the indirect Greenhouse Gas (GHG) emissions that occur in our value chain, for example by suppliers of raw materials and transport companies.

Sweep; an industry-standard sustainability data management platform helping businesses to achieve climate goals.

Waste; a material, substance, or by-product eliminated or discarded as no longer useful or required after the completion of a process.

Forward-looking Statements

This report contains 'forward-looking statements' which are statements that are not historical facts, including, but not limited to, statements not related to our Our Business, Our People and Our Impact goals and our ability to achieve them. Undue reliance should not be placed on these statements, as they are based on the currently available information and current assumptions, expectations and projections about future events. They are subject to future events, risks and uncertainties – many of which are beyond our control – as well as potentially inaccurate assumptions that could cause actual results to differ.

We are committed to taking action to be a leading ethical business, to empower our people, and aim to reach net zero emissions by 2045.

Contact us to collaborate, partner or learn more about sustainability at Gunnebo Entrance Control:
sustainability.ec@gunnebo.com



As a Certified Signatory of The Anti-Greenwash Charter, we're committed to transparency, accountability, fairness and honesty in our sustainability communications. If you have any worries or concerns about what you have read in this post, please visit the sustainability page on our [website](#) to register your concern.

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