

# Sustainability A-Z

## Understanding our definitions

Version 1. February 2024

# Sustainability A-Z

## A straightforward guide to our sustainability language.

Sustainability is a complex matter that is unique to each business. It's also one that's awash with terms that can be confusing and undefined.

We're committed to fair and transparent communications about our progress in becoming a more sustainable business. We've created this Sustainability A-Z as part of that commitment.

The following pages provide definitions for the terms we use relating to sustainability. For clarity, wherever possible we have used definitions that are in-line with relevant standards, such as the Greenhouse Gas Protocol and the ICC Framework for Responsible Environmental Marketing Communications.

The Sustainability A-Z is a straightforward guide to the most important ideas and terms we use when talking about sustainability at Gunnebo Entrance Controls.

## Contents

---

Sustainability	4
Our Business	5
Our People	7
Our Impact	10

### A word on impact

Wherever you see 'impact', we use the GRI Standards definition, which states: the effect the organisation has or could have on the economy, environment, and people, including on their human rights, which in turn can indicate its contribution (negative or positive) to sustainable development.

# Sustainability Approach

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

Our approach to sustainability is defined by actions taken by our business under three pillars:

## 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.



# Sustainability

## How we define sustainability and related terms.

**Sustainable:** an action or process that leads towards being able to maintain a certain rate or level without increasing resource use or impact on society.

**Sustainability:** according to the United Nations, sustainability refers to meeting the needs of the present without compromising the ability of future generations to meet their own needs.

**Sustainable business:** a business that is economically viable, socially accountable, and environmentally responsible.

**Sustainably sourced:** a material or product that is sourced from certified managed resources, e.g., FSC certified timber.

**SDGs (Sustainable Development Goals):** 17 goals established by the United Nations to promote prosperity while protecting the planet.



# 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 Business

## The language we use in defining our approach to business

**Business ethics;** principles and behaviours of an organisation that is considered to be of value and socially ethical (transparent, honest, do no harm, etc.).

**Business resilience;** the ability of an organisation to adapt to a continuously evolving environment for prosperity and success.

**Collective bargaining;** all negotiations which take place between one or more employers or employers' organizations, on the one hand, and one or more workers' organizations (trade unions), on the other, for determining working conditions and terms of employment or for regulating relations between employers and workers.

**Corruption;** abuse of entrusted power for private gain which can be instigated by individuals or organisations.

**Customer privacy;** Right of the customer to privacy and personal refuge.

**Corporate Social Responsibility (CSR);** an organisational management philosophy that guides companies to integrate social and environmental concerns into business practices.

**Corporate Sustainability Reporting Directive (CSRD);** an EU legislation requiring all large companies to publish regular reports on their environmental and social impact activities.

**EU Taxonomy;** a classification that sets criteria to determine whether an economic activity significantly contributes to the six environmental objectives as defined in the regulation.

**ESG (Environmental Social Governance);** a framework used to measure a business's non-financial performance in environmental, social and governance categories.

**GDPR;** General Data Protection Regulation

**Greenwashing;** the practice of falsely promoting an organisation's environmental efforts or spending more resources to promote the organisation as green than are spent to engaging with environmentally sound activities.

**Purplewashing;** the practice of falsely promoting an organisation's diversity, equality and inclusion efforts or spending more resources to promote the organisation as diverse or inclusive than are spent to engaging with ethically, diverse, inclusive and socially sound activities.

**Responsible procurement;** ensuring that the products and services existing within our supply chain are as sustainable as possible with the lower environmental impact and positive social value.

**SFDR;** EU legislation that regulates the sustainability information that financial advisors and financial market participants must disclose.

**Value Chain;** refers to the full range of activities downstream and upstream within business operations and/or a products lifecycle.

# 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 People

## The language we use in defining our approach to people

**Accessibility;** products or services that are designed and developed so that people with disabilities can use them.

**Accident;** an unplanned incident resulting in ill-health, injury, death or damage.

**Bias;** a conscious or unconscious prejudice, tendency, inclination or favouring of or against one thing, person or group over another, which is often seen as unfair.

**Cultural appropriation;** entails adopting aspects of a minority/marginalised culture by someone without sufficient understanding of its context and respect for its original meaning, and value. This can be used to promote disrespectful cultural or racial stereotypes that can cause significant harm.

**Disability;** a visible or invisible physical or mental impairment that substantially limits one or more major life activities of an individual; a record of such impairment or being regarded as having such impairment.

**Discrimination;** an act and result of treating persons unequally by imposing unequal burdens or denying benefits instead of treating each person fairly on the basis of individual merit.

**Diversity;** the condition of being different or having differences in respect to age, class, nationality, ethnicity, gender, health, physical and mental ability, race, sexual orientation, religion, physical appearance, educational level, job, personality trait etc.

**Equity;** a fair treatment for all while striving to identify and eliminate inequalities and barriers.

**Freedom of association;** right of employers and workers to form, to join and to run their own organizations without prior authorization or interference by the state or any other entity.

**Hazard;** a situation that has the potential to cause harm, ill-health, injury or damage to property, people or environment.

**Inclusion;** providing equal access to opportunities and resources to everyone, in particular those who might otherwise be excluded or marginalized.

**Institutionalised ableism;** beliefs or actions that are based on the assumption that being able-bodied is 'normal' while other states of being need to be 'fixed', often in the form of un/intentional organizational barriers that result in disparate treatment of people with disabilities.

**LGBTQ;** an abbreviation for lesbian, gay, bisexual, transgender, and queer.

**Micro aggression;** a comment or action that unconsciously or unintentionally expresses or reveals a prejudice attitude toward a member of a marginalised group. These actions can be insulting, stereotypical, undermining, devaluing, de-legitimising, exclusionary, etc.

**Modern slavery;** an overarching term for extreme forms of exploitation including human trafficking, child labour, forced labour etc.



**Privilege;** invisible unearned sustained advantage and benefits that comes from race, gender, sexuality, ability, socioeconomic status, age, and other differences

**Racism;** a belief that racial differences produce or are associated with inherent superiority or Inferiority. Within an institution this is often systemic where different forms of racism are engrained in society or organizations. It is when an entire racial group is discriminated against, or consistently disadvantaged, by larger social systems, practices, choices or policies.

**Under-represented;** sub-groups within larger racial/ethnic/gender minority groups that are particularly under-represented within a company relative to their size.



This document will be kept up-to-date with our latest definitions. Please check you are reading the latest version by visiting our website at:

[gunneboentrancecontrol.com/sustainability/](https://gunneboentrancecontrol.com/sustainability/)

# Our Impact

We are committed 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.



# Our Impact

## The language we use in defining our approach to impact

**1.5 Degrees;** the target set by the 2015 Paris Agreement as the global average temperature compared with pre-industrial levels.

**Active transport;** physical activities that take you to and from your destination, e.g. walking, running, cycling, skateboarding.

**Bio-based;** a material derived from natural resources that acts as an alternative to fossil fuel based material.

**Biodegradable;** a product or material that can be returned to soil and water without industrial processes or chemical accelerants.

**By-product;** a material that demonstrates a post-industrial origin, e.g. production waste of another product.

**Carbon footprint;** the total emissions of greenhouse gases for an activity or organisation over a given period of time.

**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.

**Climate action;** activities to tackle climate change and its impacts, usually by reducing greenhouse gas emissions.

**Composting;** microbial breakdown of organic matter in the presence of oxygen to produce soil with organic content.

**Cradle to Cradle;** a design philosophy for products that sees raw materials used indefinitely. The goal is for products to be fully recyclable and to create no waste at end of life.

**Cradle to gate;** an assessment of a product's life cycle from the beginning through to the production stage.

**Cradle to grave;** a way of considering and assessing the environmental impact of products from the beginning to end of life, including disposal.

**Downcycled;** a product or material that comes from post-consumer waste of a higher-grade product.

**Downcyclable;** a product or material that can be re-used in products or materials of lower grade value or used for energy recovery.

**Energy reduction;** the amount of energy no longer used or needed to carry out the same processes or tasks.

**Environmental Product Declaration (EPD);** a product or manufacturer specific third-party verified certificate that evaluates and declares the environmental performance of a product or service on the basis of the principles of ISO 14040 Life Cycle Assessment (LCA) standards.

**Greenhouse gas (GHG);** gases that contribute to global warming including carbon dioxide, methane, nitrous oxides, etc.

**Life Cycle Assessment (LCA);** a method for evaluating the environmental impact of a commercial product or service through all stages of its life cycle, from cradle (raw material extraction) to grave (final disposal).

**Lower/reduced impact;** a product or action that demonstrates a reduced impact on the environment compared to previous products or equivalent products that are currently and widely available, specifically relating to GHG emissions.

**Materiality assessment;** a robust assessment that identifies and prioritises ESG matters most relevant to a company.

**More efficient;** a production process that demonstrates less use of air, water and soil resources compared to previous or standard production processes.

**More sustainable;** 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.

**Natural;** a material or product that is more than 95% by weight from natural resources, e.g., wool or cork.

**Nature-based solutions;** actions to protect, conserve, restore, sustainably use and manage natural or modified terrestrial, freshwater, coastal and marine ecosystems, which address social, economic and environmental challenges effectively and adaptively, while simultaneously providing human wellbeing, ecosystem services and resilience and biodiversity benefits.

**Net Zero Carbon Emissions;** 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.

**Recycled;** a material that demonstrates a post-consumer origin, e.g., ocean plastic.

**Recyclable;** a material that can be recycled in normal household recycling schemes, or for which a recovery scheme exists that allows recycling into product of an equivalent grade.

**Reduced/lower emissions;** a material or process that demonstrates reduced/lower Greenhouse Gas (GHG) emissions than previous products or equivalent products that are currently and widely available.

**Resources;** air, water and soil resources used in the production of materials.

**Reused;** to extend a product's lifetime beyond its intentional designed life span, without changes made to the product or its functionality.

**Renewable material;** material that is derived from plentiful resources that are quickly replenished by ecological cycles or agricultural processes, so that the services provided by these and other linked resources are not endangered and remain available for the next generation.

**Renewable energy;** energy from renewable resources including wind and solar, and excluding nuclear and fossil fuels.

**Renewable energy source;** an energy source that is capable of being replenished in a short time through ecological cycles or agricultural processes

**Science-based target;** a clearly-defined pathway for companies and financial institutions to reduce greenhouse gas emissions in line with what the latest climate science deems necessary to meet the goals of the Paris Agreement.

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

**Scope 2 (emissions);** the Green House Gas (GHG) emissions that we make indirectly, for example through purchased electricity.

**Scope 3 (emissions);** the indirect Green House Gas (GHG) emissions that are made by our value chain, for example by suppliers of raw materials and transport companies.



This document will be kept up-to-date with our latest definitions. Please check you are reading the latest version by visiting our website at:

[gunneboentrancecontrol.com/sustainability/](https://gunneboentrancecontrol.com/sustainability/)

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

If you have any questions about this document, contact our sustainability team at: [sustainability.ec@gunnebo.com](mailto:sustainability.ec@gunnebo.com)