

# Environmental, Social and Governance

MOVE TO IMPROVE



# Creating a more secure world, protecting what we value most

Allegion helps people with security, wherever they live, work or visit. We have three strong bike security brands: AXA, TRELOCK and KRYPTONITE.

At Allegion, we understand how vulnerable the earth and the environment are, which is why we aim to reduce our environmental impact to a minimum with ambitious Environmental, Social and Governance targets.



## Environmental Expedition Zero



### Carbon neutral, minimum footprint - no wasting

Our planet is the only home we have, and we need to protect it together. That's why we're committed to reducing our environmental impact. We are taking steps to reduce our ecological footprint and to avoid wasting resources unnecessarily. Our offices and factory in Veenendaal (200 FTE) already run on 100% green electricity. Charging stations for electric cars are installed in our parking spaces.

### Our ambitions

- All our locations should run on carbon-free electricity by 2030.
- We aim for a 25% reduction of our greenhouse gas emissions by 2030.
- We aim to be fully carbon neutral by 2040.



### EU production

We are active in the European market and already manufacture locally in Europe (600 FTE). We have factories in France, the Netherlands and Poland. This greatly reduces our CO2 emissions during transport. Manufacturing locally increases the probability that raw materials and semi-finished products will be of local origin.



### Saving energy

To help us reach our goals, we have carried out energy efficiency audits. These identified where we can save energy, for example by replacing equipment with more efficient models. We have installed energy-efficient LED lighting with sensors, which only turns on if someone is present.

We have replaced the compressors in our factory in Veenendaal. The heat generated in the compressors is collected as a residual product and fed back into our central heating system.



### No single-use plastics for packaging

With our packaging program, we aim to reduce the volume of packaging we use, as well as eliminating single-use plastics. We have optimised our consumer packaging step by step, and we have the goal that all outgoing transport packaging and packaging materials do not contain single-use plastics wherever possible.



### Reducing waste

We are actively working to reduce the volume of waste we produce. We run a waste reduction program, which includes reducing the volume of packaging and paper we use, maximising waste separation in our offices and factories, increasing our recycling efforts and optimising material reuse in our production processes.

### Our ambitions

- We aim to have all consumer packaging plastic free by 2025.
- We aim to use at least 20% recycled materials in our products and packaging by 2027.
- We aim for a 20% reduction on total waste to landfill by 2030.

“At Allegion, we’re dedicated to keeping people safe and secure while protecting the planet. Together, we can create a world where everyone can move seamlessly.”

John Stanley  
Vice-president of Global Portable Security



### European Packaging Pledge

The European bicycle industry believes it is time for change. That’s why we have united behind a common vision for the creation of a circular economy for packaging. This is in line with the goals of the European Commission.

For packaging we aim to avoid waste and pollution, to keep materials in use for longer and to retain the value of materials and resources.

The goal of all these measures is to protect our natural ecosystem. As a co-signatory of the Packaging Pledge, we have promised to work together with our supply chain partners to ensure that all packaging in the supply chain is reusable, recyclable or compostable.

[www.conebi.eu/sustainable-packaging-initiative](http://www.conebi.eu/sustainable-packaging-initiative)

# Social

## Because we care



### Great place to work

We believe that our success is measured not just by our financial results, but also by the impact we have on the world around us.

### Quality and safety

We manufacture our products in a socially responsible way and we comply with all environmental regulations and health and safety standards. We continually monitor our compliance.

### Diversity

We value diversity in all aspects of our company, from our workforce to our customer portfolio. We recognise that mixed teams perform better and we promote an inclusive and cooperative workplace.

### Healthy lifestyle

Some examples in our organization of supporting a healthy lifestyle are:

- We offer employees a discount on a gym subscription.
- We provide fresh fruit on a daily basis.
- Given the fact that we are active in the bicycle industry, it is only logical that our employees have the opportunity to purchase a company bicycle through a fiscally attractive arrangement.

### Local communities

We are aware that we are part of a wider community. That's why we are actively involved with our local communities by building up strong relationships with the people and organisations around us. By manufacturing locally, we create employment opportunities close to home.

### Committed employees

We are aware that our employees are of immeasurable value and that committed employees are essential to our success. We carry out an annual employee engagement survey to ensure that we meet the needs and expectations of our employees.



## Green Team

Our colleague Erik van der Hout is an ESG specialist. He founded the Green Team, which consists of a motivated group of people who represent a variety of perspectives within Allegion. "The multifunctional Green Team is the foundation of the sustainability culture at Allegion," says Erik. "As an ESG specialist, I lead and support the Green Team as they work to promote the topics in the ESG strategy within our organisation.

The team encourages people to adapt their behaviour, so that a culture arises in which sustainability becomes part of everyone's daily work."

## Governance

# Responsible Citizen



### Maximum impact - Partner of choice

As a socially responsible business, we understand that good governance is essential to the success of our company. We aim to make a positive impact on the world around us by embracing governance practices that promote sustainability and responsibility.



### Powerful partnership

The key to success and to creating a meaningful impact is to work together with our partners in the industry. We believe in the power of partnerships and cooperation to help us achieve our common goals and to promote sustainability.



### Code of conduct

Our code of conduct describes the ethical and legal standards that our employees, suppliers and partners must observe in their business activities. We carry out supplier audits in high-risk countries to promote awareness of, commitment to and adherence to ethical and sustainable business practices in our supply chain.

## Responsible Sport Initiative (RSI)

The World Federation of the Sporting Goods Industry (WFSGI) has launched the Responsible Sport Initiative (RSI). This platform helps sporting goods companies implement uniform corporate and social responsibility standards efficiently. The RSI has created a common strategy for social and environmental supply chain issues. We are part of this platform.

[wfsgi.org/2017/02/wfsgi-opens-rsi-platform](http://wfsgi.org/2017/02/wfsgi-opens-rsi-platform)



# Get in touch

We are looking forward to meeting you and discuss mutual opportunities for locks and lights.

[info.axa.bike@allegion.com](mailto:info.axa.bike@allegion.com)

+31 (0)318 536 220



## Allegion Netherlands

Energiestraat 2  
3903 AV Veenendaal  
+31 (0)318 536 111



## About Allegion™

Allegion (NYSE: ALLE) is a global pioneer in the field of safety and security. We keep people and their property safe, wherever they are, bringing together simple solutions and advanced technology. Allegion is a \$2,9 billion company, with products sold in almost 130 countries.



AXA ■  BRICARD ■ Briton ■  CISA ■  interflex  
KRYPTONITE ■ NORMBAU ■  SimonsVoss ■  TRELOCK

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