

Environment and Climate Policy

Policy owner: CPIO
Policy approver: CEO

Responsible: Paul Harrison	Approved by: Mats Hovland Vikse	Approved date: 04.06.2025	Revision: 3
Filename: Environment and Climate Policy-3.docx	Department: HR General	Process:	

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1. Introduction

1.1 Purpose

The purpose of this policy is to outline the main principles governing AutoStore’s management of its impact on the environment and the climate, and describe the requirements for implementation, monitoring and reporting on compliance with these principles.

This policy shall ensure that relevant processes are managed in a uniform way throughout AutoStore Group.

1.2 Objective

The objective of this policy is to describe the company’s management of its impact on the environment and the climate and to clarify roles and responsibilities to ensure a consistent and effective approach throughout AutoStore Group.

The primary objectives of the Environment and Climate Policy are to:

- Ensure the company works actively to improve energy use and efficiency;
- Ensure the company has a clear focus on circularity through the whole product lifecycle, from design, through to use and end-of-life;
- Ensure the company works actively to reduce its CO2 emissions.

For all three areas, AutoStore has a double responsibility: we shall strive to improve performance in our own operations, but we shall also strive to enable our customers to improve their performance through the use of our products and solutions.

1.3 Scope

This policy applies to AutoStore Group and any third party acting on behalf of AutoStore Group. Legal entities including local branches shall comply with this policy and local law and regulations.

1.4 Policy ownership and maintenance

This policy is designed and implemented by the CPIO. The CPIO is responsible for updating, communicating and monitoring the operational effectiveness of this policy. The company’s materiality assessment shall be reviewed every other year and the policy adjusted thereafter, in line with relevant best practice.

This policy is approved by the Chief Executive Officer (CEO).

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2. General principles

Our environmental management shall be based on the precautionary principle: if we are unsure of the environmental and climate impacts of an action, we shall not move forward with it until the impacts are properly understood and are deemed to be acceptable.

AutoStore will work to continuously improve our environmental endeavors, and to ensure this our environmental management system shall be in line with ISO 14001 principles.

AutoStore shall include relevant ESG factors in its running assessment of business risks and opportunities, including but not limited to conducting a climate risk assessment. The principle of double materiality shall be applied in these analyses.

AutoStore shall, at a minimum, report annually on the company's performance on the topics covered by this policy. Where necessary in order to assess AutoStore's performance and impact, AutoStore expects its suppliers to provide data on their performance to AutoStore.

AutoStore's commitments on the environment and climate are also covered by section 9.1 of our Code of Conduct. Our Supply Chain Business Ethics Code details our expectations to our suppliers in line with the principles of this policy.

3. Energy use and efficiency

Substantial improvements in energy efficiency are necessary across sectors if we are to succeed with the transition to a low emission society. As a supplier of a technology that enables our customers to utilise their warehouse facilities more efficiently, whilst reducing energy use on light, heating and cooling, and air ventilation, we have a positive impact on energy use and efficiency amongst our customers. Moving forward, **we shall seek to maximise our positive contribution to improving the energy use and efficiency of our customers, whilst reducing the energy use of our own operations.**

What this means for our operations

We shall seek to optimise energy use and efficiency when selecting office buildings, warehouses, production facilities and other physical locations. We shall optimise the energy use in our physical facilities.

What this means for our products

Improving the energy use and efficiency in the use phase of our products shall be prioritised in the design phase of new products and in the upgrade of current products.

What this means for our suppliers

We shall work together with our suppliers to improve energy use and efficiency in the production of the goods and services that we source. We expect services such as transportation and logistics to be carried out with a view to optimise fuel efficiency and energy use.

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4. Circularity/material use and disposal

AutoStore uses a range of materials in the production of its storage systems, and efficient use of these materials is a core aspect of operating sustainably. Our storage solutions are made from durable materials, ensuring a long lifespan. Key materials include plastics and aluminium. In order to stay innovative and competitive, we're dependent on **continuously improving the circularity of our products**. We also need to **challenge ourselves and our suppliers on which materials offer the best combination of longevity, climate footprint, and recyclability**, in line with technological innovations.

What this means for our operations

We shall adhere to the waste hierarchy in the management of waste in our own operations. We shall encourage circular business models in the procurement of equipment and supplies for our own operations. In our own production activities we shall seek continuous improvement on the use and management of chemicals and water especially, and environmental management in general.

We shall take an active role in the development of circular business models and recycling solutions in our industry.

What this means for our products

Recyclability shall be a prioritised concern in the design of our products. In the development of new products and improvement of existing products, the choice of materials shall be critically assessed based on functionality, customer preference, longevity, (lifecycle) climate footprint, and recyclability.

We shall seek out alternatives to high risk raw materials with poor traceability, such as raw materials sourced from the mining sector.

What this means for our suppliers

We expect our suppliers to adhere to the waste hierarchy in the management of waste produced in their production processes. We encourage our suppliers to initiate dialogue with us if they have identified opportunities for improving circularity or material choice in their deliveries to us.

Our suppliers shall limit any potential negative impact on the environment where they operate, safeguarding natural resources such as water bodies, ecosystems and biodiversity. We expect our suppliers to have in place appropriate chemicals and waste water management systems, and limit the use of chemicals and water where possible.

We expect our suppliers to undertake particular monitoring in terms of transparency, security and the latest EU regulations if ordering conflict materials, such as tin, tantalum, tungsten or gold.

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5. CO2 emissions

In order to meet the goals of the Paris agreement, there is need for a global 7% decrease in CO2 emissions year on year towards 2030. In the name of transparency, we publish our climate accounts in our Annual report, and are open about the emissions associated with our operations, including indirect emissions. Moving forward, **we shall work to reduce both our direct and our indirect CO2 emissions.**

What this means for our operations

We shall report annually on our greenhouse gas emissions, across scopes 1-3, in accordance with the methodology of the Greenhouse Gas Protocol. We shall seek to increase the categories included and improve the accuracy of our emission data from year to year.

AutoStore shall follow best practice in calculating indirect emissions and prioritise supplier-specific data when available. We shall initiate cooperation with others, such as our suppliers, to identify solutions to reduce our indirect emissions, based on an emission hotspot approach.

What this means for our products

The climate footprint of our products is covered by the principles under section 3 and 4 in this policy.

What this means for our suppliers

We shall cooperate with suppliers to both map and reduce our indirect emissions. We shall encourage our suppliers to invest in upgrades and improvements that reduce emissions.

8. Roles and responsibilities

The key roles and responsibilities defined to ensure an effective and efficient system for ESG are defined in the table below:

Role	Responsibilities
Policy owner (Corporate)	<ul style="list-style-type: none"> ■ Responsible for designing, implementing, updating, communicating and monitoring the operational effectiveness of this policy. ■ Distribution of AutoStore's Environment and Climate Policy to all legal reporting entities. ■ Provide necessary instructions and training to ensure that all entities are made familiar with and understand the content. ■ Oversee compliance with the policy and performing yearly compliance reporting to the AutoStore Group. ■ Perform risk assessment on an ongoing basis and develop key controls and control procedures to mitigate identified risks. ■ Perform general and analytical controls of the reported figures

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Legal reporting entity	<ul style="list-style-type: none"> ■ Local implementation of and compliance with AutoStore Group Environment and Climate Policy. ■ Ensure that employees are aware of and have understood the main principles and action steps in policies and related procedures. This includes necessary information and training. ■ Each employee involved in ESG is responsible for knowing and following AutoStore Group's Environment and Climate Policy and related procedures. ■ Perform local monitoring activities. ■ Annually perform an assessment of the compliance with the main principles and procedural action steps and report the results to the policy owner.
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9. Non-conformities

Implementing the Environment and Climate Policy and performing the different activities and controls described in the policy document are mandatory for all areas in the AutoStore Group. A request for non-conformity with the Environment and Climate Policy shall be reported in the governance quality system and addressed to the policy owner. The policy owner is required to keep a record of all approved non-conformities.

10. Revisions of this policy

Rev.No	Issue Date	Description of updates
1.0	06.10.2022	Establishment of the policy

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