

# Our sustainability framework

## Contributing to the UN Sustainable Development Goals



**People**

*We empower our people so that they can unlock their full potential*

**Aim** We create a fair, inclusive and safe culture which enables our employees to thrive. We provide a workplace where they can continuously grow, openly contribute with their ideas and feel proud of their achievements.

**Material topics**

- Fair Employment
- Training & Education
- Diversity & Inclusion
- Occupational Health & Safety

**Key targets**

**1 in 3 managers are women**

Target year	2027
Baseline FY 20/21	19%

**UN SDGs**

- 3 Good Health and Well-being
- 4 Quality Education
- 5 Gender Equality
- 8 Decent Work and Economic Growth

**Planet**

*We open the doors wide to a low carbon and circular economy*

**Aim** We develop innovative and resource efficient solutions for the circular economy and do our part to ensure a climate resilient future. We offer durable and energy efficient products that help our customers achieve their own sustainability goals.

**Material topics**

- Energy & Emissions
- Circular Economy & Materials
- Environmental Compliance

**Key targets**

**Reduce operational emissions 42% in line with a 1.5°C future**

Target year	2030
Baseline FY 19/20	74,770 tCO <sub>2</sub> e*

**Reduce value chain emissions from purchased goods & services, and the use of sold products by 25%**

Target year	2030
Baseline FY 19/20	1,124,936 tCO <sub>2</sub> e*

**All new product developments and optimizations are covered by our circularity approach**

Target year	2023
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\*Baseline FY 2019/20 in line with Science Based Targets initiative validation

**UN SDGs**

- 7 Affordable and Clean Energy
- 12 Responsible Consumption and Production
- 13 Climate Action

**Partnerships**

*We collaborate to promote sustainable development beyond our own doors*

**Aim** We lead by example and engage with our partners to drive more eco-friendly practices and support the protection of human rights. Through our secure access solutions, we also contribute to people's health and safety. We work with partners to raise awareness on safe operating practices of our products.

**Material topics**

- Supplier Sustainable Development
- Human Rights
- Customer Health & Safety

**Key targets**

**Assess all high-risk suppliers for their sustainability management by a third-party or off-board them for lack of participation**

Target year	2027
Baseline FY 20/21	10%

**UN SDGs**

- 3 Good Health and Well-being
- 9 Industry, Innovation and Infrastructure
- 10 Reduced Inequality

People

Material topics	Target	Target year	Baseline FY 20/21
<b>Fair Employment</b>	Maintain our employee engagement score at or above the IBM Global Norm	2027	70*
<b>Training &amp; Education</b>	Increase average training hours to 20 hours per employee	2027	13 hours / FTE
<b>Diversity &amp; Inclusion</b>	1 in 3 managers are women	2027	19%
	25% women in succession planning for senior management positions	2027	14%
<b>Occupational Health &amp; Safety</b>	Decrease the recordable work-related injury rate by 33%	2027	1.4

\*Baseline FY 2019/20 in line with latest dormakaba dialogue results

Planet

<b>Energy &amp; Emissions</b>	Reduce operational emissions 42% in line with a 1.5°C future	2030	74,770 tCO <sub>2</sub> e*
	Reduce value chain emissions from purchased goods & services, and the use of sold products by 25%	2030	1,124,936 tCO <sub>2</sub> e*
	Become carbon neutral in our operations	2030	–
	Achieve net-zero emissions	latest 2050	–
	Have best in class energy efficiency for new products	2023	–
	Reduce energy intensity of our operations by 25%	2030	100.5 MWh/mCHF*
	80% of purchased electricity is from green sources	2030	45.5%
	100% of fleet in Germany, France and the UK is electric or hydrogen-based	2030	–
	All manufacturing sites maintain energy management systems based on ISO 50001	2023	21%**
	<b>Circular Economy &amp; Materials</b>	All new product developments and optimizations are covered by our circularity approach	2023
We offer extended producer responsibility take-back schemes for all products and packaging in ten top sales countries		2027	–
Zero fossil-fuel based plastic used in packaging		2027	223 tons
100% of paper, wood and carton stems from Forest Stewardship Council certified sources		2027	–
Double the total number of sustainability-related product declarations/certifications, including Cradle to Cradle and for recycled content		2027	170
Zero waste to landfill in operations		2027	3,443 tons

\*Baseline FY 2019/20 in line with Science Based Targets initiative validation  
\*\*Baseline FY 2019/20

Partnerships

<b>Supplier Sustainable Development</b>	Assess all high-risk suppliers for their sustainability management by a third-party or off-board them for lack of participation	2027	10%
	At least 45% of our high-risk suppliers participate in our sustainability engagement program	2027	10%
	Close at least 80% of high priority corrective actions of assessed suppliers	2027	–
	90% of assessed suppliers with priority findings have completed a sustainability training	2027	–
	Provide information regarding conflict minerals for high-risk suppliers	2027	–
<b>Human Rights</b>	Reduce risk of forced labor for migrant workers by providing ethical recruitment trainings for all our labor agents in sending and receiving countries	2027	–
	Support the right to water in communities where we manufacture by establishing water stewardship programs in areas of high water scarcity, with no absolute increase in water consumption and reducing water intensity by 28%	2027	75,086 m <sup>3</sup> absolute consumption and 25.5 L/hours worked*
	Ensure supply chain traceability for minerals having high risk of child labor	2027	–
<b>Customer Health &amp; Safety</b>	Collaborate on health & safety training with subcontractors & installation partners	2027	–
	Collaborate on training and provide information materials on safe operation of our products to all end-users	2027	–
	At least 1 corrective action and/or 1 awareness training for each product-related injury	2027	–

\*Baseline FY 2019/20