



Corporate Sustainability Policy



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Introduction

Aico, an Ei Company, are the European Market Leader in Home Life Safety. All Aico alarms meet UK standards and offer a variety of sensor types to guarantee protection for every home, the cornerstone of which is delivering education, quality, service and innovation. In 2020, Aico expanded their Connected Home offering with the acquisition of leading Internet of Things (IoT) solutions provider, HomeLINK. HomeLINK leverages cutting edge smart home integration and analytics technologies, providing a complementary platform to present a synergistic approach to IoT.



Purpose

This Corporate Sustainability Policy establishes a reference framework which can be used by any Aico LTD colleague to develop and strengthen socially responsible and sustainable behaviour. This can be done regardless of the way business is carried out, abiding to all legal and statutory requirements.

Scope

This Policy is applicable to Aico LTD and all its business operations. Aico LTD will endeavour to get all of its stakeholders, particularly its suppliers, to align their conduct with this Policy thereby, the Company is extending the framework of this Policy and the resulting commitments to its stakeholders: distributors, contractors, service providers and other third parties of relevance during any contractual relationship.

Definitions of terms

a. Sustainability

Sustainability encompasses environmental, social and economic dimensions. A widely accepted definition of sustainability is: “Meeting the needs of the present without compromising the ability of future generations to meet their own needs.”

b. Carbon Footprint

Carbon footprint is a measure of the amount of carbon dioxide (CO₂) emitted through the combustion of fossil fuels. In the case of an organisation, business or enterprise, it is the carbon emitted as part of their everyday operations.

c. 5 Pillars of sustainability

5 Pillars is framework established by Aico LTD to ensure we are meeting all the needs of the business and its stakeholders to ensure a systemic approach to sustainability is achieved.

d. Natural Resources

Natural resources including parts of nature, e.g. soil, air, water, flora and fauna, which have a real or potential economic, social or cultural value.

Leadership

The Board of Directors is responsible for approving this Policy and for appointing appropriate resource to corporate sustainability. To ensure adequate ongoing control of the implementation of the principles embraced in this document, the Board will rely on the assistance of all stakeholders both internal and external to achieve the outcomes of the Policy. The Board will ensure that this Policy is available to all stakeholders and interested parties who require it and are fully committed to its ongoing implementation.

Core Principles of Sustainability

Aico LTD believe in a systemic approach to corporate sustainability this centres around 5 Pillars which are:

- Workplace
- Community
- Marketplace
- Environment
- Governance

6a. Workplace

Workplace – a great place to work. Aico LTD believe that all our colleagues should see their workplace as a place to have a positive influence on their mental and physical health. A place to be challenged and rewarded. This in turn supports the sustainable agenda by ensuring low employee turnover. Awareness of sustainability issues and responsibilities is created via Training, toolbox talks and newsletters.

All new employees are made aware of the Equal Opportunities Policy. Relevant equality training is made available to employees and managers. Training, development and progression opportunities are made available to all employees. Comfortable, accessible and appropriately equipped working environments are provided, which facilitate employment without discrimination. All vacancies will be advertised through the appropriate agencies, or independent media, as well as being advertised internally.

Application forms will be as simple and straightforward as possible and will not ask for unnecessary information. Interview questions will be related to the requirements of the job and will not seek irrelevant qualifications. Applicants will be shortlisted/selected solely based on capability.

6b. Community

Community – an appealing thriving region. Aico LTD believes in giving back to the communities in which we conduct business. Our community programme has strategic initiatives to support: Education, Charity and Business Enterprises. Providing support to both local and national organisations in building sustainable futures for our communities.

6c. Marketplace

Marketplace – Satisfied customers and ethical suppliers. Aico LTD believe a sustainable marketplace is key to future growth and success. We value building sustainable relationships with our customers as they grow and develop along with us. We pride ourselves in the quality and reliability of our products. Each alarm is tested multiple times before it leaves our facility, resulting in near zero failure and return rates in the field. Our 10-year product life and easi-fit bases make us a smart and sustainable choice for customers. Engagement with our suppliers going forward will ensure we can collaborate with them to deliver on our sustainable goals.

6d. Environment

Environment – a planet with a future. Aico LTD strive to reduce our impact on the environment, locally, nationally and globally, developing products, services and implementing green practices to become more sustainable. We are aiming to achieve carbon neutrality by 2030. Waste elimination is an ongoing project; our packaging is fully recyclable and constructed from recycled materials.

As education is part of our ethos it is a key area in which we provide support through Corporate Social Responsibility. We support many schools and students, and we incorporate sustainability and environmental preservation into the advice we give. Aico LTD aims to reduce its impact on natural resources whenever possible. Our impact on natural resources is monitored and where a significant impact is identified control measures are put in place to reduce this impact. Where applicable targets for reduction of impact are implanted, monitored and measured.

6e. Governance

Governance – a professionally managed company. Aico LTD believe in holding ourselves accountable and continuously improving our goals, targets and objectives while reducing our impact on all natural resources. Transparent reporting available to all interested parties and stakeholders and a culture of open and honest communication facilitates this.

Continuous improvement

Aico Ltd is a ISO9001:2015, ISO14001:2015 and ISO45001:2018 certified organisation. In line with the continuous improvement framework outlined in these international standards, we aim to improve all aspects of our business operations.

Approval and Monitoring

This Policy was approved by the Board of Directors on Thursday 30th June 2022 and is effective from this date. It is regularly reviewed for relevance.