

The honest way

CSR - Egholm's Corporate
Social Responsibility





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Egholm's CSR Policy

CSR and sustainability are an expression of corporate social responsibility and are about how we work to tackle environmental and climate challenges for the benefit of our employees and the wider community. Based on our values and as a leading brand in our segment, we recognise that we have a responsibility and an obligation to continue to lead the way.

2

CSR focus areas in Egholm's value chain

At Egholm, we have chosen to work with the following focus areas: Suppliers, in-house production and customers.

3

Egholm's work with the UN Sustainable Development Goals

At Egholm, we have worked purposefully with the world goals to identify where we as a company can make the most possible difference. We have chosen to take as our starting point goals 8, 9, 12 and 13.



A man in a light blue shirt and dark cap is operating a green Egholm maintenance vehicle, possibly a lawnmower or trimmer, near a pond. The vehicle has 'EGHOLM' and 'Park Ranger 2150' written on it. The scene is set outdoors with a modern building in the background. The building has a large overhang and a glass-walled section. The sky is blue with white clouds. The pond in the foreground reflects the scene.

The CSR report is our social responsibility in words and pictures

Prepared by Egholm's Executive Board

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Egholms CSR policy



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We consider responsibility a keyword to be a successful company. Our CSR efforts are based on our core values: Pride, a Sense of Results, Innovation and Inclusiveness.

The policy is divided into four main areas:

- Human rights
- Employee rights
- Environment and climate
- Anti-corruption

Human rights

In all matters under its control, Egholm will support and respect the protection of internationally proclaimed human rights.

Employee rights

Egholm aims to demonstrate the highest level of social responsibility towards our employees. We support the abolition of child labour and forced labour, and we condemn all forms

of discrimination. Egholm emphasises freedom of association and recognises the right to collective bargaining. We want to be a tolerant workplace where every employee thrives and has the opportunity to develop and create a good work-life balance.

Environment and climate

Egholm uses the word “environment” broadly, encompassing the working environment, the product environment and the external environment. As an environmentally responsible company, Egholm will work systematically to create sustainable and climate-friendly products. Egholm takes an integrated approach to the environmental and climate impact our production and products have on our employees, customers and the environment.

Anti-corruption

Egholm strongly opposes all forms of corruption, extortion and bribery.

Honest and responsible



2

CSR focus areas in Egholm's value chain

Honest values

At Egholm, we work with the following focus areas:

- Egholm's suppliers, including transporting goods and materials to Egholm's manufacturing plant.
- Egholm's own production, our employees and transport of the finished products to our customers.
- Egholm's customers.





Honest relationships

Our suppliers

Egholm's suppliers must comply with the following guidelines (Code and Conduct). Egholm reserves the right to regularly inspect and check that suppliers comply with the guidelines.

Forced labour and free movement

Egholm's suppliers may not directly or indirectly use forced or compulsory labour.

Child labour

Egholm's suppliers must not be directly or indirectly involved in child labour. As a general rule, children should not work until they are over compulsory school age. Light work/recreational work that does not interfere with children's education is permitted under local law. Employees under the age of 18 are not allowed to perform hazardous work or work at night.

Discrimination

Egholm's suppliers shall not discriminate, directly or indirectly, on the grounds of race, colour, gender, disability, language, religion, political or another opinion, age, nationality, social or

ethnic origin, financial matters, sexual orientation, ancestry or another status.

Freedom of association and the right to collective bargaining

Egholm's suppliers must not interfere with or prevent employees' right to join a trade union and the right to collective bargaining.

Working environment and safety

Egholm's suppliers must provide a safe and healthy working environment for all employees. The supplier shall ensure that written health and safety policies and procedures are formulated and adhered to.

Working conditions

Egholm's suppliers must ensure that employees are not subjected to physical punishment, threats of violence or other forms of physical or psychological coercion or abuse. Suppliers must comply with local laws and regulations on minimum wages, and employees must be paid a wage that

allows them to maintain a reasonable standard of living (a living wage). Employees must receive written confirmation of the terms of employment.

Environmental protection and industrial accidents

Egholm's suppliers must establish and maintain procedures to prevent and manage environmental problems and industrial accidents that may affect and harm the surrounding community and environment. Suppliers should seek to minimise the environmental impacts of their activities, products and services by using environmental management systems to:

- Reduce the amount of waste and emissions to the air, soil and water
- Handle chemicals in an environmentally responsible manner
- Handle, store and dispose of hazardous waste in an eco-friendly manner
- Contribute to the recycling and reuse of materials and products
- Implement environmentally friendly technologies

Product safety

Egholm's suppliers must ensure responsibility in product design, production and testing so that no harm is done to anyone, either during or after manufacture.

Corruption and bribery

Egholm's suppliers shall not directly or indirectly use or benefit from any form of corruption or bribery.

An honest place to work



Egholm's own production and employees

Working environment, physical and mental

Egholm wants all times to be an attractive and caring workplace, where the company spirit is trustworthy for the individual. We work purposefully, systematically and seriously to maintain and develop a safe and healthy working environment that is developmental for all employees at the company.

At all times, we want to be an attractive place to work and one we can be proud of:

- Management ensures that the work on health and safety is dynamic by involving, motivating and training employees to take responsibility for and act on all matters concerning their own and their colleagues' health and safety.
- That the company complies as a minimum with legislation and other regulations in the field of health and safety.
- That the company prevents sickness, work injuries and improves the working environment by using inspections, measurements and assessments as a basis for specific actions.
- That the responsible manager informs all employees of the safety instructions in force at the company. Violation of

applicable safety instructions and procedures may result in a warning and immediate dismissal in case of repetition.

- That the Health and Safety Organisation establishes, as necessary, a system for gathering knowledge about the health and safety requirements of customers, suppliers and authorities.
- That the management meets the requirements of the Danish Working Environment Authority for customised supervision.
- To limit the use of and ensure the substitution of substances and working practices that are harmful to health.

The Working Environment Organisation (WEA) holds regular Environment Committee meetings (minimum 6 annual meetings) where objectives and activities are planned, initiated and evaluated.

Employee development reviews are held once a year, focusing on developing the employee and maintaining a high level of employee satisfaction.

Employee satisfaction surveys are conducted twice a year.

A workplace assessment, including an analysis of the psychological working environment, is carried out at the end of August at least every 3 years.

Energy consumption / CO2

In 2020/21, Egholm mapped the total energy accounts for the company. The carbon footprint of Egholm's utility machines in operation constitutes the most significant part of the company total carbon footprint.

Egholm is developing the attachment carrier of the future, where the propulsion is based on non-fossil fuels.

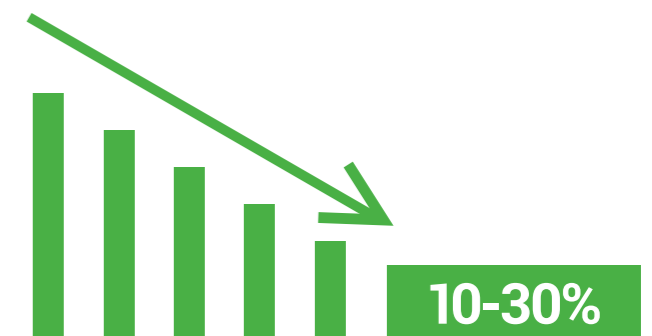
Egholm is working towards making current customer utility machines more sustainable. The aim is to enable customers to switch to environmentally friendly fuels such as HVO diesel and E85 petrol. If Egholm manages to get customers to switch to bio-based fuels, this will have a significant social impact, as the carbon footprint of the machines could be reduced to 10-30% of the current carbon footprint.

Materials and Harmful Substances

Egholm works to ensure a high level of material health in the components used in the company's products. The aim is that the materials used in utility machines and attachments have a high material recycling rate, for example, by avoiding fibreglass and other inseparable composite materials.

Waste management

Egholm is committed to complying with the Waste Sorting Act for Danish companies. Egholm sorts its waste into 14 different waste fractions.



An honest way to sell

Our customers

Egholm's sales ethics refer to rules of conduct that ensure that all sales leads and customers are treated with respect, fairness, honesty and integrity.

This means that Egholm puts the people we sell to first, and we respect their choices and opinions rather than imposing our agenda on them.

The focus of Egholm's sales organisation is a set of primary sales focus points for our customers:

- We respect the customer's decision.
- We never attack our competitors.
- We never promise more than we can deliver.
- We communicate honestly.
- We treat all customers with fairness.
- We never support or participate in corruption or any kind of cartel relationship.

When we market Egholm as a company and Egholm's products, we market the company and the products honestly, and we never promise more than we can deliver. We aim for the highest marketing standards and ensure that people outside the company are not misled in any way.

We do our best to ensure that all employees are aware of Egholm's wishes and rules of conduct and have the free opportunity to bring non-conformity of any kind to the attention of the company's management.



3

Egholm's work with the UN
Goals for sustainable development

Honest goals





The 17 UN Sustainable Development Goals have set the course for sustainable development, and we at Egholm, have chosen to focus on 4 goals where we can contribute and make a difference.

Many people are familiar with the UN Sustainable Development Goals, adopted by world leaders at the UN Summit in September 2015. The 17 goals came into force in 2016 and will serve as a compass for our common journey towards sustainable development for both people and the environment by 2030.

Circular thinking is both an opportunity and a necessity. The pressure on the planet's resources means that the world is facing a change in the way we think about resources and production. There is a need to reduce, reuse and recycle the materials that go into products so that the amount of primary - virgin - raw materials are replaced by secondary - recycled - raw materials. A circular economy, where the linear flow from raw material to waste is replaced by a circular cycle where resources are constantly recycled.

The SDGs apply to all countries, rich and poor, but it is crucial to make sustainable action concrete for the goals to become more than just words. At Egholm, we have worked purposefully with the SDGs to identify where we as a company can make the most difference.

We have chosen to start with Goals 8, 9, 12 and 13.



Decent jobs and economic growth

At Egholm, we place great emphasis on social responsibility. We feel that we are committed to taking responsibility for creating decent jobs, among other things,

by focusing on measures that can increase well-being in the workplace and ensure that the personal and professional skills of employees are shown to their full advantage.

Furthermore, we have an intense focus on innovation and technological upgrading to increase both productivity and resource efficiency in the working day. Here too, our employees play a key role in implementing new tools and technologies.



Industry, innovation and infrastructure

We want to be at the forefront of technological developments and to find sustainable solutions to both economic and environmental challenges. We know that our utility machines have a service life of about 20 years. Therefore, we are committed to mapping the infrastructure so that we can constantly find new and better solutions to dispose of and recycle components in the products that have served their time.



Responsible consumption and production

At Egholm, we are constantly working to optimise our production methods in a more sustainable direction. Around 97% of the total CO2 emissions are from the use of machinery during its service life, which is why it is the primary focus area in our ambition to reduce our carbon footprint, both in the short and longer-term.



Climate action

But what can we do as a company to contribute to the green transition once our machines are produced? We prepare them to use environmentally friendly diesel (HVO100)

and environmentally friendly petrol (E85), which reduces CO2 emissions by 90% and 65%. However, we also focus on training the people who service and use machines daily to ensure the most optimal operation and use, including the machine operator's ability to use the machine more efficiently.

Our ambition is to develop the most environmentally friendly utility machines on the market. Electricity is the obvious choice for propulsion today, but we do not want to follow the flow if, in 5 years, gas, hydrogen or artificial diesel turns out to be the most sensible choice. We want to do what makes the most sense for everyone, for people and for the environment.

Sustainability in motion

Work on sustainability is not a static process. We are getting smarter all the time, and our new knowledge will form the basis for smarter and greener ways of doing things and hopefully inspire others. However, we also know that we cannot do it all ourselves. Therefore, we are very open to developing collaborations with suppliers, customers or other companies to create a synergy effect where the total sum is much higher than the individual parts. Because that is the essence of the UN SDGs: That we tackle it together.

Honest Work,

Egholm A/S develops, produces and markets utility machines that keep roads, parks and outdoor areas clean and inviting all year round. We supply functional quality machines and attachments to people who do an honest day's work keeping our cities clean and attractive. With special attachments developed for the machines, Egholm machines deliver perfect results no matter the task at hand. Built by craftsmen in Denmark, Egholm machines are in operation in cities and parks all over the world.

Honest Machines,

Egholm utility machines are developed by people who are passionate about technology and innovation. We listen to the people driving, using and servicing Egholm machines, because they are the true experts. It is our mission to design, build and market utility machines that deliver perfect results in real life. Egholm machines are honest machines - not just because they deliver comfort, safety and strong end results: They are also a sound investment for years to come and give you outstanding return on your investment.

Honest People,

We want you to think of us as your partner in every single way. And we always insist on reliability, trust and honesty in our partnership with you and with our network of dealers and service partners. We are straightforward and direct in our communication and in our dealings with everyone. Our belief in hard work and unwillingness to compromise helps us deliver the quality for which we are known. And we believe it is reflected by the machines we build for you, as well.

Egholm A/S

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