



GROUP POLICY

Owner
CEO

Valid for
Axis Group

Approved by
Axis Group Management Team

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Managed by
Environment & Supply Chain
Sustainability
Security
Public

Group Environmental Policy

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Axis Group Environmental Policy

1 Protecting our planet

This policy expresses Axis Group's commitment to protecting the environment and to take measures to address, mitigate, prevent, and remediate actual and potential adverse environmental impacts throughout our value chain. This approach is embedded into our operational policies and procedures.

Environment is one of the three pillars of sustainability, the other two are social and economic. These three pillars need to be considered and balanced in every decision that we make. Tipping over too much on either one of the pillars will not create sustainable growth nor long-term profitability. There needs to be balance and a long-term mindset if we are to succeed in becoming a truly sustainable company. Taking a leading role in sustainability without compromising on other aspects is a way to further improve our competitiveness. This mindset is key for our company to achieve profitable long-term success.

Our vision is to innovate for a smarter, safer world, and to contribute to a better society. Safeguarding human rights is one key aspect of this and we recognize that an important part of respecting human rights is to make sure we work actively with protecting people's right to a clean, healthy and sustainable environment. More details about how Axis works with human rights can be found in Axis' Human Rights Policy.

2 Who does this policy apply to?

This is an Axis Group policy and applies to everyone working for or representing Axis. When we refer to Axis in this document, we mean all entities directly or indirectly controlled by Axis AB. We also expect our business partners along our value chain to adhere to this policy, communicating its content and demonstrating its spirit to their business partners. This includes any subcontractors they engage with in relation to their business with Axis.

Expectations on our supply chain business partners are described in the Axis Supplier Code of Conduct.

3 Bringing this policy to life

3.1 Governing standards and frameworks

Axis commits to respect environmental directives, regulations, frameworks and standards across its business activities, as set out in the

- [UN Guiding Principles on Business and Human Rights](#)
- [Organization for Economic Co-operation and Development \(OECD\) Guidelines for Multinational Enterprises](#)
- [UN Global Compact \(as a signatory we comply with its 10 principles\)](#)
- [Directive \(EU\) 2022/2464 – Corporate Sustainability Reporting Directive \(CSRD\)](#)

3.2 Our environmental commitment

The wellbeing of future generations depends on the choices we make today. We need to take care of our planet – of its climate, natural resources and ecosystems. Acting sustainably is key for our company to achieve profitable long-term success. Axis wants to be recognized as the leader in our industry in creating a smarter, safer and more environmentally sustainable world.

We are committed to:

- Beating climate change by minimizing greenhouse gas emissions generated throughout our complete value chain, including product manufacturing, transport and the use of our products and solutions.
- Protecting natural resources by adopting circular economy principles, using renewable or recycled materials, and eliminating waste and pollution.
- Protecting ecosystems by actively phasing out hazardous substances, preventing environmental incidents and minimizing landfill waste.

To improve our environmental performance, we set long-term goals, measure our progress, and communicate our results with both internal and external stakeholders.

We have a proactive approach to environmental legislation and ensure that we stay one step ahead of our compliance obligations.

We exercise due diligence when exploring new business opportunities in all areas of the value chain to identify and avoid potentially adverse impacts to the environment.

We develop and promote applications for our products and solutions that help our customers reduce their environmental impact.

We share our knowledge to raise awareness and lead the way to implementing environmentally sustainable practices in our whole value chain.

3.3 Roles and responsibilities

It is every Axis representative's responsibility to apply this policy as appropriate in their daily work. It is every Axis manager's responsibility to ensure that their team is aware of and understands this policy.

The Environmental Council is responsible for suggesting environmental strategies and goals in line with this policy to the Axis Management Team for approval. The representatives of the Axis Management Team are responsible for incorporating the strategies and goals into the business strategies within their areas of responsibility as applicable.

The Environment & Supply Chain Sustainability function is responsible for coordinating the environmental ambitions and following-up the environmental performance of the company, and for reporting this to the Environmental Council and to the Axis Management Team. Axis environmental performance is reported to the board of directors, our stakeholders, and the public through our annual sustainability report.

Working together to reduce Axis' environmental impact throughout our business operations and value chain is a shared responsibility with Axis' business partners and end customers.

4 Communication and implementation

4.1 Dialogue with stakeholders

We communicate our environmental ambition, as stated in this policy, to all stakeholders and business partners that we work with, through meetings, our intranet, our website, social media channels, Axis Supplier Code of Conduct and other communication channels. We actively seek knowledge from the latest environmental science and have dialogue with stakeholders who are or could potentially be affected by our business activities and business relationships. We encourage and expect our stakeholders to join us in addressing environmental issues.

4.2 Training

Axis conducts environmental awareness training on a continuous basis to enable all employees to deepen their understanding of how Axis products and business setup impacts the environment, how everyone can contribute to reducing Axis environmental impact, and to encourage innovation to improve Axis environmental performance.

Axis seeks to contribute to our business partners' general understanding of how we together impact the environment. We educate and audit our suppliers to ensure that we share the same ambition and work towards the same environmental targets.

4.3 Grievance mechanism and remediation

As part of our due diligence processes, we encourage affected stakeholders to raise concerns and help us identify actual or potential adverse environmental impacts. When we identify adverse environmental impacts that Axis has caused or contributed to, we are committed to taking appropriate actions and, if possible, to remedy the harm. In situations where we are directly linked to an adverse impact, we will engage relevant business relationships to determine the appropriate remedy. We prohibit any form of retaliation against anyone who raises an environment related complaint.

We reserve the right to end business relationships if it is demonstrated that our business partner has committed a material breach of this policy and is unwilling to address the situation.

5 Supporting documents

Axis Group Code of conduct
Axis Group Human Rights policy
Axis Supplier Code of Conduct
Axis Group Whistleblower policy