



UN Global Compact, October 2018
**Communication on
Progress**

This report summarizes our actions in accordance with the requirements as a participant to the United Nations Global Compact. It is further our statement of continued commitment to the Ten Principles of responsible business and our support of broader UN goals, including the Sustainable Development Goals



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Statement of continued support in 2019

Our long-standing commitment to both corporate citizenship and the measurable difference we make for people and the climate on a global scale remains central to how we conduct business in WindowMaster. Our business growth strategy is inevitably tied to our ability to contribute to the evolvement of social wellbeing and sustainable development around the world, and our corporate citizenship agenda is firmly rooted in achieving this sustainable growth.

Being in the vanguard of green technology endures as a cornerstone of our business and is anchored in both our core values and ethical guidelines. Through the UN Global Compact, we continue to encourage that green technology and indoor climate control solutions are given priority so that we can meet the goal to 'promote greater environmental responsibility' and 'encourage the development and diffusion of environmentally friendly technologies'.

In this third Communication on Progress, we discuss our headway with regards to our corporate citizenship goals over the past two years. Central to the initiatives we introduced in 2016, and which we reported on in 2017, was to address the activities emitting the most CO₂. Focus groups were created to provide viable means to achieve this and tangible actions were described.

In 2018/19, we supplement these actions by taking on a broader perspective to further identify and increase our sphere of influence within sustainable development. By looking at the outcome of our core business, we are able to analyse not only our own footprint, but also the footprint of our clients, as this is in part directly influenced by us. Our key contribution is to develop innovative natural ventilation solutions and make them accessible to the building industry worldwide. For each building project

solution we deliver, we also deliver an environmentally friendly and healthy building, and as such, our influence reaches far beyond the actions taken internally in WindowMaster.

Sincerely,

Erik Boyter
Chief Executive Officer



WE SUPPORT



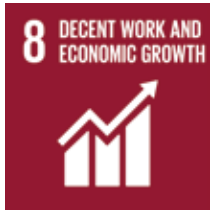
Sustainable Development Goals

The Sustainable Development Goals (SDGs) set by the United Nations Development Program are a collection of 17 global goals each containing a separate list of targets to realize within social, environmental, and economic development.

Business action in relation to the SDGs is underpinned with the UN Global Compact Ten Principles. By implementing the Principles, WindowMaster thereby commits to the achievement of the SDGs through direct or indirect contributions.

In this report, the 17 SDG icons have been applied to the relevant content to show how our business activities are related to the SDGs.





WindowMaster at a glance

Reducing energy consumption in buildings makes a difference

Buildings account for approximately 40% of the world's energy consumption. Smart building automation, including natural ventilation, is one way we can help to change this scenario. When we consume less energy, we conserve our planet's vulnerable resources and help to improve the environment. At WindowMaster, we continuously work towards improving our intelligent solutions for indoor climate control to offer even better products to the built environment that are aligned with our aim to reduce carbon emissions.

We make buildings breathe naturally

In many developed countries, 90% of our time is spent indoors. Whether it be in the office, at the grocery store, at home, at the gym or in school, the indoor air quality has a significant impact on our wellbeing. WindowMaster's

solutions for indoor climate management, smoke ventilation, and facade and roof automation help meet people's need for fresh air as well as boosting quality of life indoors. We make technical, intelligent, and discrete solutions with one single purpose: To ensure fresh air for everyone to breathe. We create the perfect indoor climate with help from Mother Nature.

A dedicated team

WindowMaster employs around 135 highly experienced cleantech specialists in Denmark, Norway, Germany, the United Kingdom, Switzerland, and the United States. In addition, we work with a vast network of certified partners. With our extensive expertise built up since 1990, WindowMaster is ready to help the construction industry meet its green obligations and achieve their architectural and technical ambitions.





Local engagement: Danish and Nordic networks

To better align our activities with the Ten Principles and SDGs, we became part of the local network in Denmark when it was established in 2017. We acknowledge that looking through a local lens to drive global change helps us understand what responsible business means within a national context.

We signed up for the Nordic, and later Danish network, to make local connections with other companies and stakeholders from NGOs, government, and academia to share and spur new ideas, discuss common concerns, and conceptualize how we can put our sustainability commitments into action.

We participate in local network activities including corporate sustainability seminars, issue-specific workshops, and collective action projects.



A man in a grey suit and blue shirt is leaning over a desk, looking at a stack of papers. The background shows a modern office with large windows and wooden accents. The text is overlaid on the left side of the image.

**WindowMaster
policies for corporate
responsibility and
alignment with the
UN Global Compact
principles**

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Policy: We consider this a natural part of our operations.

Principle 2: make sure that they are not complicit in human rights abuses.

Policy: We consider this a natural part of our operations.

Labor

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Policy: We permit workers' councils, and acknowledge and respect the freedom of association.

Principle 4: the elimination of all forms of forced and compulsory labor;

Policy: We examine and monitor our suppliers closely.

Principle 5: the effective abolition of child labor; and

Policy: We examine and monitor our suppliers closely.

Principle 6: the elimination of discrimination in respect of employment and occupation.

Policy: We do not discriminate in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Policy: We continuously evaluate how we can reduce our total carbon footprint.

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Policy: We continuously evaluate how we can reduce our total carbon footprint.

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Policy: We invest up to 10% of our revenue in R&D to develop environmentally friendly technologies.

Anti-corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Policy: We do not tolerate corruption, and neither do our suppliers, customers, or other stakeholders.



Human rights

Our commitment

WindowMaster's commitment to protecting human rights encompasses our own employees as well as expectations of our suppliers. We respect the Universal Declaration of Human Rights and environmental protection. Accordingly, our Code of Conduct is shared with all employees and external business partners.

As we source components from suppliers in the East, where business standards may differ, we do a thorough assessment to identify potential and actual adverse human rights impacts that our collaboration can potentially cause, contribute to, or be directly linked to, and establish processes to prevent or mitigate these.

We strive to maintain a zero-abuse level and ask employees as well as supply chain partners to support and join the UN Global Compact.

Data Privacy and Information Security

Protecting the privacy and security of personal and business data is a key concern for WindowMaster and we acknowledge that personal data protection is a right to which all employees as well as customers are entitled.

To uphold our promise relating to personal data protection and to abide by the General Data Protection Regulation (GDPR), we instigated a concrete strategy to improve our current procedures last year. In a bifold program, we streamlined procedures across Human Resources and IT respectively. The program is based on documented data derived from work processes in WindowMaster.

Self-evaluation on compliance with GDPR is carried out on a continuous basis and a general info-meeting is planned for the organization in Q4 2018 to ensure that all employees are aware of the regulations and abide by these.

We use Orkidé (GDPR compliant HR management system) in all markets, which is the only place where personal data is stored. Orkidé is an external HR and payroll system and it is hosted and protected by Bluegarten.

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

We maintain a zero-abuse policy and ask employees as well as supply chain partners to support and join the UN Global Compact





Labour

Our commitment

WindowMaster's ongoing commitment to uphold labour standards including workers' councils, freedom of association, elimination of forced, compulsory and child labour, and elimination of discrimination, is embedded in how we build relationships both with our internal workforce and external suppliers. Non-discrimination and equal opportunities are the foundation for our approach to promoting diversity both in terms of gender, nationality, and cultural background.

Workers' council

WindowMaster has a worker's council in Germany representing the employees. In Denmark, a representation of employees meets quarterly to discuss safety at the workplace, both in the office and on building sites. The council reports back to the management when issues are identified or if safety needs to be improved.

Training and Development

We continue our commitment to helping our employees develop the necessary skills and capabilities to advance in their careers and deliver high quality work to our clients.

In 2017, we invested DKK 487,101 on employee training and professional development spread across our different markets and functions.

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.



Market/function	2014	2015	2016	2017	2018 (per 13.09.18)
Nordic Market	68.839	21.569	206.857	111.794	47.223
DE & AT Market	1.652	5.925	618	8.160	–
UK & IE Market	8.012	53.478	10.172	2.816	1.431
CH Market	70.862	9.460	44.942	17.422	7.956
US Market	–	–	–	45.026	1.485
International Market	–	33.583	–	–	–
Support Departments	112.414	123.959	417.406	295.495	62.120
Production	10.317	7.569	–	6.389	15.112
Intercompany Transactions	–	–	0	0	–
Grand Total	272.097	255.543	679.994	487.101	135.327





Educational programs in India

At WindowMaster, we strive to create a better future for the world, both in terms of health and climate, but also in terms of access to knowledge, education, and jobs. We work towards creating equal opportunities for entering the labour market through valuable education and eliminating discrimination in the workplace.

We believe that education is an essential building block for cultivating the human understanding of society and the environment. This is a goal that must be considered global, and thus access to education must accordingly be a global attribute. However, we also acknowledge that large parts of the Western world are privileged in terms of access to work opportunities compared to conditions in less developed countries. Forced labour, child labour, and discrimination are often the result of a lack of education and opportunity. Hence, WindowMaster decided in 2016 to sponsor an IT education program under the auspices of the Terre des Hommes Khetwadi School project in Mumbai, India.

This program has a direct impact on the school's mission, and not at least on the children who attend the school every day. The WindowMaster Khetwadi IT Education Program pays for the school's first IT equipment and two full-time teachers to run the program for three years (2016-2018). The aim is to give the children enough basic IT skills to enable them to find a job after a mandatory exam.

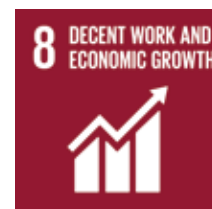
In February 2018, it was decided to further engage in the wellbeing and education of students in India with two more initiatives together with Terre des Hommes:

- We will ensure scholarships to two of the students from Khetwadi School so that they can continue their studies with a higher degree in 2018.
- We will fund a computer training centre with IT programs in Madanpur Khadar; a resettlement colony located in the outskirts of Delhi city, India.

The computer training centre in Delhi will cater to the needs of the youth and students in Mandapur Khadar by providing them with better opportunities, linking them with the outside world through the Internet, and by teaching them basic and advanced IT skills.

The donation to the new computer centre will help make the community digitally literate, provide computer education, facilitate job preparation for the youth, and enable them to become self-reliant.

It is estimated that a minimum of 100 young people will directly benefit from the donation every year.





Environment

Our commitment

In WindowMaster, we believe that energy consumption can be minimized while improving the indoor climate through access to fresh and clean air all while developing ventilation technologies to improve it. This is at the heart of our environmental strategy which comprises several key areas:

- Make a global difference on product quality and innovation in the building industry
- Inspire the building industry worldwide to explore sustainable alternatives to energy inefficient ventilation systems
- Running efficient operations
- Enabling client sustainability
- Sharing insights to advance sustainability

Enabling client sustainability

With each project WindowMaster delivers, we strive to make a positive impact on the client's carbon footprint. By offering the building industry energy-efficient technologies to control the indoor climate, we ensure that renovated and new buildings are able to reduce their CO₂ emissions. By empowering the clients to do so, our work to foster a greener environment thus goes far beyond the actions we can do internally at our own premises.

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.



Example projects in 2018 where WindowMaster has directly influenced or is projected to influence the total energy usage in clients' buildings:

>> HouseZero, Harvard Center for Green Buildings and Cities, USA

This 1940s-residential building situated on Harvard University's campus has been renovated to inspire others through how existing and conservative buildings can be altered to create an ultra-efficient facility with ambitious performance targets.

All glazing systems in the house have been replaced with triple-glazed, low-E windows and skylights, which are fully operable through WindowMaster's automated system. The control system allows the building to fully monitor the temperature, humidity, and air quality through internal and external sensors while automated solar shading minimizes the risk of over-heating and concomitant need for A/C. Moreover, night purging cools the building at night.

The zero-energy natural ventilation strategy is attuned to seasonal and climatic variables through adaptive installations; some passive and some with algorithm-based control technologies. Ventilation is controlled via actuated windows on all floors and automated skylights, while a passive solar chimney contributes to critical ventilation of the vault and the event space in the basement.

>> Gullhaug Torg 2A, Norway

Gullhaug Torg 2A in Nydalenen is Norway's first naturally ventilated office and residential complex with a revolutionary low-energy solution for heating and cooling. The building is a 10,000 square meter combination building consisting of 5,000 square meters of residential space, 4,500 square meters of offices, and 500 square meters of shops.

With a Triple-Zero ambition, the aim is to demonstrate that natural indoor climate control can be achieved with 0 kWh purchased energy for ventilation, heating, and cooling when the building is completed in 2020.



Green Certifications

Buildings inevitably have comprehensive direct and indirect impacts on the environment. During their construction, occupancy, renovation, repurposing, and demolition, buildings use energy, water, and raw materials as well as generate waste. To mitigate the impact of buildings on the natural climate, organizations world-wide have created green building standards, certifications, and rating systems promoting sustainable building design.

Numerous different bodies push towards sustainable design with various rating systems, but common for them all is their aim at improving the environmental performance of buildings. Given the relevance of their objective, most of the organizations continue to grow in prominence, and WindowMaster actively promotes the certifications and helps clients achieve these by consulting on sustainable building design.

Our solutions with natural ventilation are furthermore a major contributor to achieving a green profile and certification of the building. Through our building technology, clients can obtain points towards getting certified by BREEAM (Building Research Establishment Environmental Assessment Method), DGNB (Deutsche Gesellschaft für Nachhaltiges Bauen), and LEED (Leadership in Energy & Environmental Design).



More specifically, WindowMaster's natural ventilation solutions can contribute to:

- Reducing the energy consumption and the total resulting CO₂ emissions
- Having a good thermal comfort during summer and winter
- Using free, energy-neutral cooling by introducing night cooling/night purging
- Reducing the amount of material used compared to mechanical ventilation, which is beneficial for the LCA (Life Cycle Assessment)
- Reducing the capital cost compared to mechanical ventilation, which is beneficial for LCC (Life Cycle Costing)
- Giving a precise and accurate control of the actuators by using >> **MotorLink® technology**



Using online tools to deliver energy efficient building technology

It is our commitment to the building industry that we can provide the most innovative solutions that can help reduce CO₂ emission from buildings. In 2018, WindowMaster launched its first ever system that uses IoT (Internet of Things), an app, and a cloud solution to intelligently control the indoor climate and the building energy consumption. The system, labelled NV Embedded®, is designed based on many years of experience as well as research and development resulting in improved building performance and higher quality indoor climates. The system has been made available in all our markets and is not restricted to a certain building type.

In 2018, the first beta projects have been installed, and WindowMaster will track and report on the results in the years to come to assert its validity and usability.



Sustainable renovation

From May 1 to October 1, 2018, WindowMasters' headquarters in Denmark were comprehensively renovated. The renovation was undertaken with great care to the principles of UN Global Compact and with environmental protection in focus throughout all stages.



The renovation and following building occupant guidelines entail:

- Use of sustainable building materials
- Plastic bottles have been replaced with personal, reusable bottles
- Installation of LED lamps in the entire building
- Automatic light control with motion sensors so that the light is turned off in rooms with no activity and lux levels are controlled based on the natural light in the rooms
- New flooring for noise reduction
- Increased ceiling height with Trolldtekt for improved acoustics
- Improved access to natural daylight with more internal glass walls
- Bins have been replaced with waste disposal stations with waste sorting. This also minimizes the use of garbage bags.
- Installation of NV Embedded® for intelligent and energy-efficient control of natural ventilation, heating, and solar shading (the latter will be installed in 2019).





Common guidelines for social, environmental, and economic practices

We actively work to promote industry initiatives in the form of common guidelines for social, environmental, and economic practices on an EU level. The goal with streamlining processes for designing buildings with natural ventilation is to make it easier for building owners, Contractors, Architects, Engineers, and other stakeholders to understand and choose natural ventilation as a green alternative to mechanical solutions and to make sure that the quality of natural ventilation solutions meets minimum standards that enhance building performance, lowers energy consumption, and fosters healthy indoor environments.

Our current involvement, which started in Q4 2017, and has a development track of 2 to 4 years, includes standardization of documents relevant to natural ventilation:

Work items relevant to natural ventilation have recently been proposed in the European Committee for



Standardization (CEN) and International Organization for Standardization (ISO) with scopes of making descriptive documents focusing on design aspects of ventilation systems and design process of natural ventilation.

Four have been approved, with the following titles and technical committees:

- Ventilative cooling systems (CEN/TC 156)





- Natural and Hybrid ventilation systems in non-residential buildings (CEN/TC 156)
- Design process of natural ventilation for reducing cooling demand in energy-efficient non-residential buildings (ISO/TC 205)
- Expansion of Natural and Hybrid ventilation for residential buildings in upcoming revision of EN 15665:2009 and CEN/TR 14788:2006 (CEN/TC 156)

The approved documents under CEN/TC 156 (Ventilation for buildings) are planned as Technical Specifications, whereas under ISO/TC 205 (Building environment design) they are planned as an ISO Standard. The documents are a good opportunity to define design aspects of natural/hybrid ventilation systems on the European and International scene.

Knowledge sharing at universities

At WindowMaster, we encourage education about environmentally-friendly technologies through different initiatives. In 2018, we have signed an agreement with the Technical University of Denmark (DTU) stating that WindowMaster will provide three thesis statements about energy-efficient indoor climate control that students

can use when writing their Master's thesis. As such, we commit to making our expertise within the field of clean-technology available to students, acting as a mentor who can provide guidance and supply components when relevant.

In our partnership with DTU, we strive to increase the time and resources spent in school on learning about sustainable building technologies. It is essential to generate awareness about the issues and possibilities related to the building industry and inform about the industry's impact on the environment early on, to promote greater environmental responsibility, and encourage the development and diffusion of green technologies.





Reduced plastic packaging

In 2016, we set out to reduce our plastic usage. This decision was based on a thorough analysis which concluded that using cardboard for the packaging of our chain actuators would present a viable and more sustainable alternative to plastic.

In 2017 and 2018 we have continuously worked on implementing measures that will allow us to use only cardboard boxes, and as of September 2018, we have been able to successfully reduce our plastic consumption by over 50%. On average, we consumed 72,92 kilograms of plastic in 2017. However, in 2018, our average came to a mere 21,55 kilograms. This represents a 69% decrease.

In a year over year comparison, in August 2017, our plastic consumption totaled 61 kilograms, while in August 2018 our consumption came to 28 kilograms. The shift towards a recyclable packaging material has been instrumental in exceeding our goal to reduce plastic consumption by 30%.

For packaging our actuators, we discontinued separate packaging for every item as well as plastic film and packing peanuts. We also send more than one actuator in a box, and whenever possible, are reusing packaging sent from our suppliers.



To reduce the overall impact of our shipping and packaging operations, we improved our pallet loading methods and packaging sourcing. This includes stacking product on pallets in a way to eliminate unused space and sourcing 80% of our packaging from local suppliers.

Besides focusing on the packaging of chain actuators, in Q2 2018, we were able to change the inlay to cardboard rather than foam for the packaging of the WSC 204 compact smoke panel. As the production of these panels exceeds 5000 pieces a year, it is estimated that this change has a significant impact on the reduction of our plastic consumption.

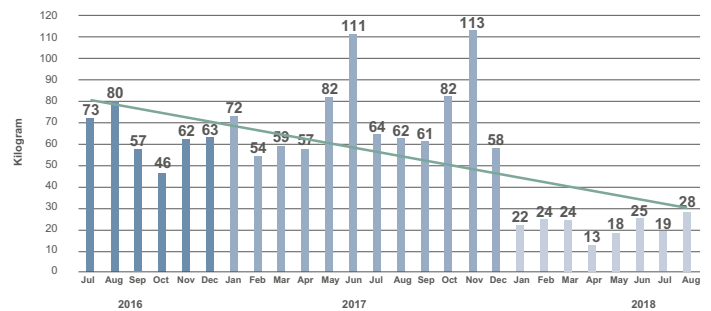


Goal 2018
Reduce
our annual
consumption of
current plastic
packaging by 30%



Result: 69%

Consumption of plastic packaging at WindowMaster



Old inlay:



New inlay:



Driving supplier sustainability

In WindowMaster, we aim at having sustainable business operations throughout the entire supply chain. Therefore, we instigated the certification initiative to ensure alignment with our external suppliers. For this initiative, we have been focusing on three topics:

- Communicate our Code of Conduct with our suppliers
- Assess compliance of our top 15 suppliers
- Ensure compliance with EU regulations regarding REACH and RoHS.

In the last 12 months, we had a high focus on the material compliance with EU regulations regarding REACH and RoHS. We have reviewed the way it has been organized and decided to approach our data in a new way. We concluded that due to increasing complexity and the need for optimizing the productivity of our internal resources, we need to rework this process.

The main challenges have been to organize the data in a transparent way, making sure that other stakeholders outside the supply chain department can also work



with the data efficiently. The data must also be more accessible in order to view the most current input from the suppliers or the material assessments.

We have integrated the process to manage material compliance data into the supply and demand module of our ERP system. The data can be maintained for every single raw material. Based on the bills of material, we can then conclude the compliance of our finished goods.

We are currently working to migrate the data into the new solution. During this process, we will also review whether the data is current and then update as necessary together with our suppliers.

Reduced total energy consumption at our premises

WindowMaster has sales offices in Denmark, UK, USA, Norway, Germany, and Switzerland. Furthermore, we have a factory located in Germany. During the past year, we have been monitoring our energy consumption in each location to evaluate our progress.

Since 2017, WindowMaster has managed to significantly reduce our energy consumption. By Q4 2018, we exceeded our energy reduction goal by reducing energy consumption by 54.4% since 2015.

German factory

- By August 31, 2018, the electricity consumption was 89,291 kWh compared to 91,806 kWh in the same period in 2017 (-5%).
- Throughout Q4 of 2017 and the first 8 months of 2018, defective lightbulbs were replaced with LED lights. The initiative to phase out old lightbulbs will continue until all bulbs in use are LED.



Goal 2018

Reduce our total energy consumption by 20%

Result: 54.4%



German office

- By the end of 2016, our German sales office moved into a new office in Hamburg. As such, the offices were able to measure their electrical consumption in 2017 at 7,322kWh.
- 66% of 2017's consumption came from renewable energy sources that did not originate from nuclear, coal, or petroleum-based power.
- During the first eight months of 2018, electrical consumption was reported at 4,881 kWh and the office is predicting to consume close to the same amount of energy in 2018 as 2017.

Norwegian office

- The total energy consumption in our office in Larvik amounted in the eight first months of 2018 to 16,877 kWh (+3.7%) compared to 16,275 kWh in the same period in 2017.

US office

- We moved into a coworking space, WeWork, in San Francisco in 2017 and are unable to gather specific energy consumption data for the two employees using the space.
- This building is LEED Gold certified and therefore in line with our environmental goals.

Danish office (Head Office)

- Beginning in April of 2018, WindowMaster relocated to temporary offices while their main office underwent renovations.
- Energy consumption for the first four months of 2018 was 42,370 kWh, compared to 45,312 kWh used in the same period of 2017.

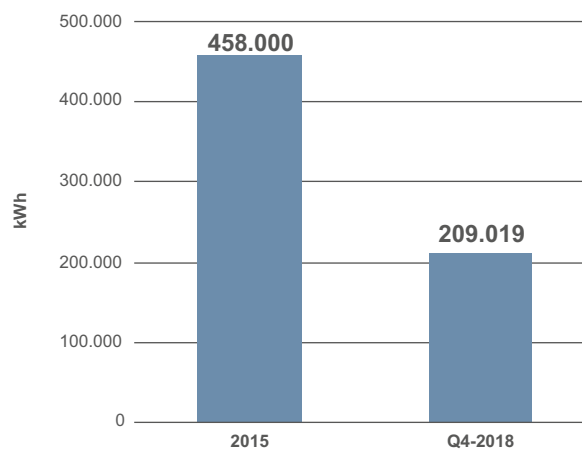
UK office

- In the first eight months of 2018, total energy consumption was 12,970 kWh (+3.1%) compared to 12,576 kWh in the same period in 2017.

Swiss office

- In Switzerland, we are not able to directly influence the amount of energy used and from which sources it comes.
- As we plan to relocate our Swiss office to a new building in 2019, we will have more control over the energy consumption moving forward. The new office will be chosen with respect to the SDGs and Ten initiatives.

Energy Consumption at WindowMaster



Reduced fossil fuel consumption

In relation to reducing the overall energy consumption at our premises, WindowMaster continues to inaugurate procedures and activities to minimize the total amount of fossil fuel we consume. Working groups have scrutinized potential energy sources to establish the best matches according to country-specific opportunities and obstacles.

Since 2016, we have been able to meet the goal on reducing fossil fuel consumption to no more than 25%. Seen below, the majority of our energy sources continue to be renewable:

German factory

- In both 2018 and 2017, 100% of our electricity came from renewable sources compared with 0% in 2016.

German office

- 100% renewable energy sources were used in 2018 for electricity.

Norwegian office

- We get 98% of our energy from renewable energy (hydropower) and 2% from fossil fuels.

US office

- We are unable to obtain data on the energy sources for our US office.



Danish office

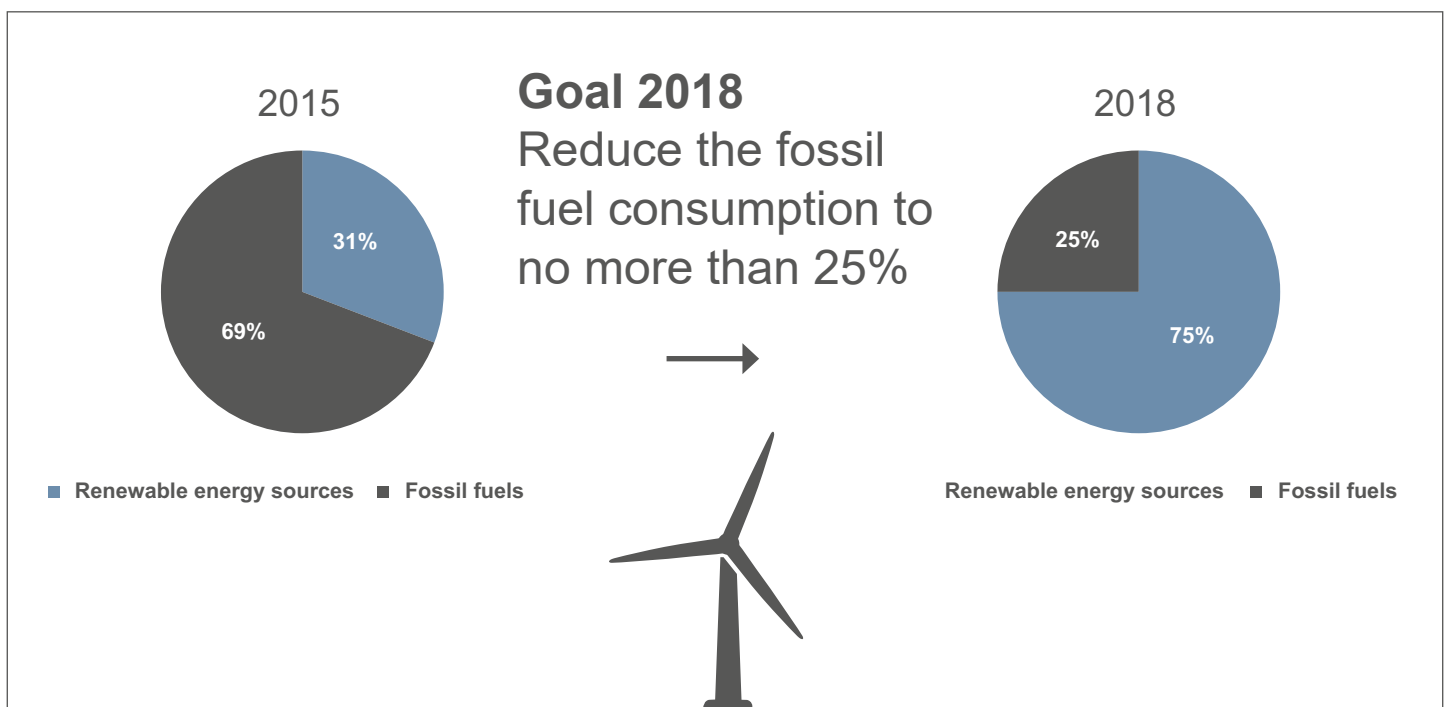
- According to our energy supplier, Ørsted, 100% of our energy is projected to come from wind in 2018.

UK office

- In the UK office, 96% of our electricity continues to come from renewable sources. We are restricted in terms of further improvements as we are subject to the decisions of the landlord.

Swiss office

- In this office we have no influence over which types of energy are sourced. For this reason, we are actively searching for new offices for 2019.





Reduced total CO₂ emissions from vehicles

WindowMaster's environmental policies cover the entire value chain from production to delivery and everything in between. Part of our business operations consists of visiting stakeholders and clients for service and follow-up activities. Consequently, a significant portion of our total energy consumption comes from vehicle CO₂ emissions.

However, due to changes in lease agreements in 2018 for all markets, benchmarking progress towards our goal to reduce vehicle CO₂ emissions by 20% has not been possible. Despite this, 4 of the 5 markets saw a reduction either in kilograms of CO₂ emitted or in kilometers driven.

German factory

- In both 2018 and 2017, 100% of our electricity came from renewable sources compared with 0% in 2016.

German office

- In the first eight months of 2018, the total amount of CO₂ emission for vehicles amounted to 36,113,360 kilograms compared to 36,235,912 kilograms in the same period in 2017.



Goal 2018
Reduce the total CO₂ emissions from vehicles with 20%



Norwegian office

- As there is no lease plan in place in Norway, it is not possible to accurately calculate the CO₂ emission from vehicles. Notwithstanding, the total kilometers driven from January – August 2018 amounted to 26,183 compared to 49,293 in the same period in 2017 (-47%).
- As of September 2018, another employee switched to a hybrid vehicle. This means that 2 of the 3 employees in Norway are now driving hybrid vehicles.
- Technicians limit their use of air- and road travel. Instead they use the train whenever possible and use our remote support systems for communication via the internet.

Danish office (Head Office)

- In Q1, 2018, the total amount of CO₂ emission for vehicles was 19,586 kilograms compared to 26,925 kilograms in the same period in 2017 (-27.3%).
- Whenever possible, employees use the train instead of a company car to visit customers.
- All new company cars have BlueMotion technology for less energy consumption, and all cars replaced in the future will have similar technology installed.

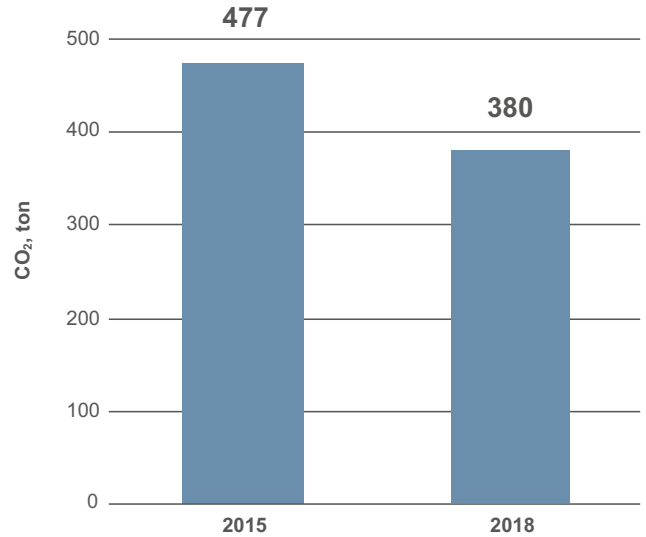
UK office

- Projected CO₂ emissions for 2018 are 35,285,072 kilograms compared to 47,322,951 kilograms for the year 2017.
- The UK office successfully reduced their CO₂ emissions by 27.7% from 2016 to 2017 and are again projected to reduce their emissions by 25.4%.

Swiss office

- Due to a shift in contracts, we have no comparable data for the Swiss office in this period.

Vehicle CO₂ emissions





Anti-Corruption

Our commitment

WindowMaster is strictly adherent to all relevant laws, including anti-corruption laws. We support international and regional legal frameworks and have a zero-tolerance policy for corruption, bribery, and extortion.

Our Business Ethics policy describes WindowMaster's commitment to act with integrity in our pursuit to deliver competitive results and to comply with relevant anticorruption laws. It applies to all employees and business partners who act on behalf of WindowMaster.

We have a whistleblower program in place and follow-up mechanisms for reporting concerns or seeking advice.

Internationally, we have maintained a solid check and balance system over transactions. Records and transactions are checked and controlled by finance and administration.

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.



WindowMaster aspires to protect people and the environment by creating a healthy and safe indoor climate, automatically ventilating spaces with fresh air through facade and roof windows in buildings. We offer the construction industry foresighted, flexible and intelligent window actuators and control systems for natural ventilation, mixed-mode ventilation, and smoke ventilation – of the highest quality.

WindowMaster employs around 135 highly experienced cleantech specialists in Denmark, Norway, Germany, United Kingdom, Ireland, Switzerland, and the United States of America. In addition, we work with a vast network of certified partners. With our extensive expertise built up since 1990, WindowMaster is ready to help the construction industry meet its green obligations and achieve their architectural and technical ambitions.

windowmaster.com

**WINDOW
Master®**
Fresh Air. Fresh People.