



Taking Responsibility

ADB Airfield Solutions as a corporate citizen

Introduction

As a socially responsible company, ADB Airfield Solutions engages closely with its stakeholders - employees, customers, suppliers and the communities in which it operates - to create initiatives with a positive social and environmental impact. Our commitment is outlined in our Corporate Values and in our Corporate Social Responsibility Charter.

These serve as the guiding principles of our corporate citizenship philosophy, where we:

- (1) Care for the environment, stakeholders and the community. We focus on sustainability in our operations and offer products and solutions to help customers go 'green'
- (2) Do what we say. We keep our promises to our stakeholders, comply with laws and regulations, and conduct business in a fair, ethical manner
- (3) Are fair and equal in our treatment of employees. We demonstrate integrity while engaging with suppliers and customers
- (4) Share and give back to the communities in which we operate.

Care for the environment

We believe sustainability is imperative for the aviation industry. Our commitment to sustainability spans various initiatives - from green airports and an energy-efficient product portfolio which enables customers to reduce their environmental impact, to our environmentally-friendly internal policies which promote sustainability, not just in our business operations but by spreading the message of 'green operations' among our employees and suppliers.

Green airports with safe and efficient operations

Environmental sustainability is not just a buzzword at ADB Airfield Solutions. As an ISO 14001 certified company, our environmental policy, processes and systems to the frameworks of this globally recognized quality standard.

We have well-defined goals and systems and Key Performance Indicators, to effectively measure and improve environmental impact. These range from replacement of various energy-intensive systems to use of more efficient power sources, and improvement of waste management, among other things. This strongly reflects our sustainability philosophy, the primary goal of which is to reduce our carbon footprint.

With this in mind, we also help our customers pursue a 'green airport' strategy to minimize the environmental impact and costs of airfield operations. We create products and solutions that meet stringent energy-saving targets. Moreover, our latest generation products use components that are as individually-recyclable as possible. All this is achieved while conforming to the tightest safety requirements.

More sustainable airports depend on innovation in infrastructure such as airfield lighting. For example, ADB pioneered the use of LED technology in airfield lighting and offers some of

the most energy-efficient power supply systems available. More than 800,000 ADB LED lights currently illuminate over 450 airports around the world, delivering not only substantial energy savings and reduced maintenance costs, but increased safety because fewer airport vehicles maintaining lighting reduces the risk of hazardous runway incursions.

As airports strive to increase capacity, they need to minimize runway and taxiway closures. At the same time, there can be no compromise on safety. This is why we developed AirSide Management which takes account of every aspect of maintenance critical to the safe functioning of all visual guidance on an airfield. This advanced preventative maintenance solution improves safety, limits airfield activity and reduces airfield downtime simultaneously.

Sustainable business operations

ADB's policies, processes and systems align to achieve sustainable business operations which span:

- Responsible use of materials and waste management: We do not undertake any work that involves the use of hazardous substances such as acids, solvents, or heavy metals. We focus on responsible use and waste minimization, and ensure material waste following production



is recycled as per industry best practices. We apply ambitious Key Performance Indicators such as requiring that 90% of waste be recycled, and report this annually to measure and track progress.

- Use of renewable energy: ADB's corporate headquarters is powered entirely from renewable energy sources.
- Inspiring employees to think 'green': Annual awareness campaigns across ADB locations around the world help our employees to reduce their individual carbon footprint and contribute to ADB's environmental goals.
- 'Green' supply chain policy: ADB implements responsible procurement throughout its supply chain. The majority of our suppliers guarantee that no hazardous materials are used in the products they deliver and that their processes minimize material waste and environmental impact.



Do what we say

Promoting compliance

ADB takes compliance very seriously and respects applicable local and international laws ranging from anti-corruption, anti-trust and anti-discrimination, to laws on financial ethics and responsibility, environmental protection, labor, human rights and privacy, as well as fair business conduct. We aim to comply with the regulations of every country in which we operate. All new executives are required to attend at least one ethics training session per year.

Our Compliance Review Committee meets regularly to review and update compliance and business conduct guidelines signed by all employees and business partners. These guidelines determine our way of working with customers, partners and vendors and guarantee that compliance and business ethics are adhered to in all our business dealings and form the basis of every sale or project.

‘Quality First’ approach

A strategic Quality Management (QM) framework that focuses on continuous improvement helps us deliver excellence in product, services and solutions. Our QM team oversees the quality of processes and products within ADB - it maintains an ISO: 9001 registered quality management system and ensures conformity at all stages from product design through servicing. All ADB product development follows strict product guidelines and rigorous processes. Our processes are audited regularly by internal auditors and independently by Bureau Veritas, a world leader in conformity assessment services. Furthermore, our employees are trained and equipped to pursue the continuous improvement of products and services.

Fair and equal treatment, demonstrating integrity

ADB’s Value - Fair, is all about respecting people. Our CSR Charter further outlines our commitment to our people. We maintain a strict non-discrimination policy and guarantee fair and equal treatment of all employees no matter what race, gender, nationality, religion or sexual orientation. We work with persons of trust that our employees can talk to, confide in and who defend their interests.

Our extensive health and safety policy promotes occupational safety and accident prevention to ensure a safe and healthy working environment.

As a global organization, we are committed to ensuring equal opportunity and diversity, and improving our workplace to promote employee engagement and ensure their wellbeing. Apart from ongoing

initiatives to promote cultural sensitivity, exchange programs allow our employees from around the world to learn more about each other, and collaborate better. While quarterly updates and regular CEO communication with our employees ensure we reach out to our global teams, ADB also organizes regular employee engagement surveys to understand how we can better engage our people. Our Employee Charter which inspires respect for people, promotes diversity and teamwork, is communicated to our employees at least once a year and is illustrated with examples in all our internal communications.

Share and give back

We are committed to playing a positive role in our community, as an organization and as individuals. As a Good Neighbor, ADB and our employees regularly support noble causes in the local communities we operate and live in.

Our employees have a strong sense of social responsibility and often volunteer their time and skills to non-profit organizations that fight drug abuse, promote awareness of cancer and autism, or work with the young.

Examples of ADB's Good Neighbor projects are listed below.

- In Germany, we support a local children's cancer hospital
- In Belgium, we run activities to raise funds for the fight against cancer and we support local community projects
- Our South African team donates food, basic aid and money to the African Children's Feeding Scheme, a non-profit organization fighting malnutrition in the continent
- In the USA, ADB donates money, food and gifts for poor inner city families at Thanksgiving and at Christmas

Conclusion

Overall, ADB's corporate citizenship philosophy and efforts promote the pursuit of positive social and environmental impact across the scope of our operations, the stakeholders we work with - employees, partners, customers, suppliers - and the communities around the world in which our business operates.



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