



ON THE MOVE

TO A SUSTAINABLE TOMORROW

As a pioneer in the Mobile Living area, we are committed to driving sustainability in our market. This means decreasing our environmental footprint, improving resource efficiency, providing a safe, diverse and inclusive workplace and ensuring our business practices meet the highest ethical standards.

DOMETIC'S ROLE IN SOCIETY – MOBILE LIVING MADE EASY

As a market leader in Mobile Living solutions, Dometic strives to take an active role in key sustainability areas in the industry. Millions of people around the world buy and use Dometic products: RV users, boat owners, truck drivers, workers on professional boats, campers, hotel guests and people who enjoy the outdoors and are on the move in general. All are part of a growing movement of people who enjoy an active and mobile lifestyle, for freedom and adventure and for people who travel for work.

Proximity to nature is an important motivation for users of Dometic's products. The company and its employees shall therefore meet the growing demand for the Mobile Living lifestyle while increasing resource efficiency and reducing the environmental footprint throughout the value chain.

Sustainability is integrated in Dometic's business processes and product offering. This will be crucial for building a company that is well prepared for future challenges and opportunities.

SUSTAINABILITY FOCUS AREAS

Dometic has identified four sustainability focus areas where the company can make the greatest difference. Each focus area and target has a clear ownership in the Group Management (further described in Organization & Governance related to Sustainability page 56–57). The targets within each focus area are implemented in the daily operations, supported by governing documents and training as well as close monitoring and follow-up.

SUSTAINABILITY FOCUS AREAS

ETHICS

We strive to safeguard human rights at all times, while pursuing fair business and labor practices.



PEOPLE

We strive to be a safe, inclusive, diverse and dynamic workplace – allowing every employee to reach their full potential.



PRODUCTS

We aim to only provide recyclable and resource-efficient products.



ENVIRONMENT

We use materials and precious resources responsibly, improve waste management and lower emissions.

SUSTAINABILITY TARGETS 2019–2021

The Dometic Sustainability targets have been defined by the focus area owners along with key activities to support the targets. Key performance indicators within each focus area enable close monitoring of progress. The baseline for all targets is 2018.



100%
OF EMPLOYEES
CONDUCT TRAINING
ON THE CODE
OF CONDUCT

100%
OF SUPPLIERS OF
DIRECT MATERIAL HAVE
SIGNED THE DOMETIC
CODE OF CONDUCT

100%
OF SENIOR
MANAGERS AND SALES
EMPLOYEES CONDUCT
E-LEARNING ON
ANTI-TRUST AND
EXPORT SANCTIONS

90%
OF THE SPEND OF
DIRECT MATERIAL
SUPPLIERS IN LCC TO
BE AUDITED EVERY
SECOND YEAR



2
REACH A LOST-TIME
INJURY FREQUENCY
RATE OF 2

26%
FEMALE
MANAGERS

100%
EMPLOYEE
PERFORMANCE
REVIEWS



5%
REDUCTION
OF ENERGY
CONSUMPTION
IN NEW GLOBAL
PRODUCTS

10%
MINIMUM CO₂-EQ
REDUCTION THROUGH
INTRODUCTION OF
NEW REFRIGERANTS

40%
REDUCTION
OF STOCK KEEPING
UNITS (SKU)
OF FINISHED
GOODS

90%
OF COMPONENT
PURCHASE VALUE
CAPTURED IN A CENTRAL
DATABASE FOR MATERIAL
SUBSTANCE CONTROL



15%
REDUCTION
OF SPACE

10%
REDUCTION
OF ENERGY
CONSUMPTION

10%
REDUCTION
OF WATER
CONSUMPTION

75%
RECYCLING OF ALL
WASTE

DOMETIC'S CONTRIBUTION TO UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

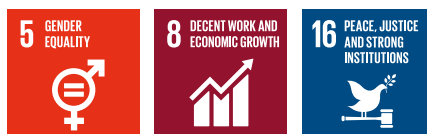
To further improve the understanding of the company's global impact and the opportunities to contribute to the Agenda 2030, Dometic's sustainability focus areas and targets have been mapped out in relation to the UN Sustainable Development goals. The 17 Sustainable Development Goals (SDGs) adopted by the United Nations in 2015 define focus areas and goals for long-term sustainable development to be achieved by 2030.

Through Dometic's focus areas and key activities the company has the possibility to contribute to at least 7 of the SDGs in support of Agenda 2030 for sustainable development.

TARGETS

- Continue to implement the Code of Conduct
- Implement training program on anti-trust and sanctions
- Conduct supplier audits

RELATED SDG CONTRIBUTION



TARGETS

- Reduce injury rate
- Improve gender distribution
- Increase competence management

RELATED SDG CONTRIBUTION



TARGETS

- Reduce energy consumption
- Reduce the use of greenhouse gases
- Reduce stock keeping units (SKU)
- Improve material control

RELATED SDG CONTRIBUTION



TARGETS

- Reduce space
- Accelerate energy savings
- Reduce water consumption
- Increase recycling of waste

RELATED SDG CONTRIBUTION





ETHICS

Dometic’s Code of Conduct and additional governing documents set the framework for how the group acts and follows up on business practices. The Code of Conduct applies to all employees as well as business partners.

Dometic is a signatory to the UN Global Compact and committed to working with the ten universally accepted principles in the areas of human rights, labor, the environment and anti-corruption.

ANTI-CORRUPTION

As stated in the Code of Conduct, Dometic’s policy strictly prohibits engaging in or facilitating any kind of corruption, including fraudulent actions, bribery, facilitation payments or money laundering. Dometic’s relationships with business partners are based on high ethical standards and business practices and aim to prevent unethical behaviors throughout the value chain.

AWARENESS

In 2019, approximately 99 percent of white-collar workers had completed the Code of Conduct awareness program for employees that was launched globally in 2017. This e-learning program provides hands-on examples from the workplace to train expected behaviors and to ensure that all employees are aware of expectations and behavioral guidelines. New employees, no matter where in the world, are invited and expected to complete the training program within their first few weeks of work.

In 2019, the internal awareness process was further strengthened by expanding the scope of the awareness program and through annual signing of the Code of Conduct by all employees. Approximately 97 percent of blue-collar workers have participated in Code of Conduct awareness training in 2019 and further training courses are to be held in 2020.

WHISTLEBLOWING

In 2017, Dometic implemented a new whistleblower system called the Dometic SpeakUp Line, available in all Dometic Group languages. It offers Dometic’s employees an anonymous channel to report any business activities or behaviors that are potentially in breach of the Code of Conduct. Dometic’s SpeakUp Line is managed by a third-party vendor to ensure full privacy.

The whistle-blower system is commonly known and used throughout the organization. In 2019, 50 percent of reported cases led to investigations and actions. 50 percent were guided to other appropriate channels or closed due to irrelevance.

BUSINESS PARTNERS

Working with business partners who share the group’s high standards regarding business ethics, quality and resource efficiency is necessary to effectively manage risks, and to enhance productivity in the value chain.

The group has around 3,650 suppliers of direct material in around 45 countries. The biggest categories of material bought by Dometic are metal components, plastic components, electronic components and traded products.

To ensure that suppliers meet the standards for responsible and ethical business practices, the suppliers are required to comply with the principles set forth in the Dometic Code of Conduct. Dometic uses a risk-based approach and prioritizes follow-up activities with high-risk suppliers.

Dometic has a Global Sourcing Council with regional execution. The group’s sourcing organization monitors compliance with the Code of Conduct through supplier self-assessments and audits. In 2019 Dometic continued to develop the supplier audits globally to integrated sustainability audits for risk suppliers. 53 percent of suppliers confirmed compliance with the Dometic Code of Conduct in 2019 and 75 percent of direct material supplier spend in LCC has been audited over the past two years.

ETHICS																											
<p>CONTINUE TO IMPLEMENT THE CODE OF CONDUCT WHITE-COLLARS</p> <table border="1"> <tr><td>Target</td><td>100%</td></tr> <tr><td>Actual</td><td>99%</td></tr> <tr><td>Baseline</td><td>98%</td></tr> </table>	Target	100%	Actual	99%	Baseline	98%	<p>CONTINUE TO IMPLEMENT THE CODE OF CONDUCT BLUE-COLLARS</p> <table border="1"> <tr><td>Target</td><td>100%</td></tr> <tr><td>Actual</td><td>97%</td></tr> <tr><td>Baseline</td><td>0%</td></tr> </table>	Target	100%	Actual	97%	Baseline	0%	<p>CONTINUE TO IMPLEMENT THE CODE OF CONDUCT SUPPLIERS</p> <table border="1"> <tr><td>Target</td><td>100%</td></tr> <tr><td>Actual</td><td>53%</td></tr> <tr><td>Baseline</td><td>34%</td></tr> </table>	Target	100%	Actual	53%	Baseline	34%	<p>CONDUCT SUPPLIER AUDITS</p> <table border="1"> <tr><td>Target</td><td>90%</td></tr> <tr><td>Actual</td><td>75%</td></tr> <tr><td>Baseline</td><td>Not applicable</td></tr> </table>	Target	90%	Actual	75%	Baseline	Not applicable
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Baseline	Not applicable																										

FOCUS AREA ETHICS TARGETS 2019–2021

- ▶ **Continue to implement the Code of Conduct**
100 percent of employees (white-collar and blue-collar) complete e-learning on the Code of Conduct
100 percent of suppliers of direct material adhere to the Dometic Code of Conduct.
- ▶ **Implement training program on anti-trust and sanctions**
100 percent of the senior managers and sales employees conduct e-learning on anti-trust and sanctions.
- ▶ **Conduct supplier audits**
90 percent of the spend of direct material suppliers in low-cost countries to be audited every second year.

KEY ACTIVITIES 2019–2021

- ▶ Ensure that all blue-collar workers receive training on the Code of Conduct.
- ▶ Develop e-learning courses on anti-trust and sanction regulations.
- ▶ Strengthen the supplier audit organization.
- ▶ Develop new global audit template and plan for supplier audits.
- ▶ Accelerate supplier audits.
- ▶ Implement structured ESG screening as part of the due diligence process for acquisition targets.
- ▶ Continue to ensure GDPR compliance.





PEOPLE



Dometic is committed to providing an attractive work place. Key areas include creating diverse work environments and ensuring that the group complies with principles of equality, diversity and inclusion when hiring and providing development opportunities to employees to enable them to reach their full potential.

The Core Values are the foundation of the corporate culture. They set the standards for everything Dometic does and how people in the Group interact with each other and external parties. By having a work environment based on Dometic's Core Values, the Code of Conduct and supporting governing documents, the company creates a great place to work for both current and future employees.

DIVERSITY AND INCLUSION

Diversity is a strategic asset for Dometic and key element of our competitive edge. We embrace diversity to the fullest and see it as crucial to our success and motivation at work. Having a diverse workforce helps us acquire and retain the best talent, build employee engagement,

increase innovation and improve business performance.

The open internal job market "Open Positions" with access to open positions in the regions supports a fair and transparent recruitment process in Dometic.

Increasing gender diversity is a particular focus in Dometic. In 2019, Dometic employed on average 7,257 (7,991) people, 36 (36) percent of whom were women. The group management team comprised 10 people, of which 4 were women. Dometic continually works with gender distribution at all levels in the group by enhancing the hiring processes and skills development opportunities. Out of a total of 542 (546) managers, 24 (23) percent are currently women.

HEALTH AND SAFETY

Health and safety are key for Dometic, from the perspectives of people, business and regulatory requirements. The company works proactively to reduce the number of work-related incidents. Dometic's Health & Safety Guidelines were introduced during 2018 at all legal entities to ensure a common standard across the group. In

2019, 9 operation sites were assessed according to the Dometic Health & Safety Guidelines by a third party.

Health and safety guidelines are key components of the factory management systems. In 2019 three additional manufacturing sites achieved ISO 45001 or OHSAS 18001 certification. To further strengthen awareness among employees a global Health and Safety e-Learning program was developed.

In 2019, 62 (64) lost-time safety-related incidents were reported. The LTIFR increased to 4.1 (3.7). The main focus in 2019 has been to reduce incidents at a limited number of sites with higher accident frequency. Going forward additional focus will be given to sites within the acquired Marine area.

The new global employee engagement survey including a new health and safety index will enable monitoring of health and safety globally as well as identification of initiatives for improvement.

Dometic's Loss Prevention Guideline (DLPG) aims at reducing risk and maintaining high standards for safety, quality and delivery. The DLPG is designed to guide the Group's production

PEOPLE

REDUCE INJURY RATE (LTIFR)

Target	2
Actual	4,1
Baseline	3,7

FEMALE MANAGERS

Target	26%
Actual	24%
Baseline	23%

PERFORMANCE REVIEW

Target	100%
Actual	55%
Baseline	55% (actual 2019)

sites regarding appropriate safety and security measures to ensure compliance with good industry practices. Dometic regularly conducts assessments together with a third party at all production sites to analyze potential risks. In 2019, Dometic assessed 11 sites according to DLPG and performed Business Impact Analysis workshops for 3 sites in the EMEA region.

COMPETENCE MANAGEMENT

Knowledge is a key factor for Dometic's business success, its employees as well as for the business partners. Dometic Academy provides a central learning management system that hosts training opportunities globally. In recent years, coordinated efforts have led to several appreciated global training programs that can be provided internally in line with business needs. The digital infrastructure provides e-Learning programs, tutorials and webinars available to all employees. Employees can also download business-related books, as well as titles on stress reduction, language skills and IT software. In addition, Dometic supports its employees through practical skills training programs to gain new knowledge and build lead-

No. of employees per region, %



- Americas 35% (33)
- EMEA 30% (31)
- APAC 35% (36)

Gender, %



- Male 64% (65)
- Female 36% (35)

Age structure, %



- < 30 years, 17% (19)
- 30-39 years, 26% (27)
- 40-50 years, 29% (28)
- 51-60 years, 21% (19)
- > 60 years, 7% (7)

ership skills. In total, more than 2,500 employees participated in over 600 training activities across all our markets in 2019.

In the coming years, Dometic will increase its efforts in Competence Management to defend its leading market position. In order to take a next step in Competence Management, a global common process for Performance Management was implemented in 2019, ensuring that all employees will have a performance

review with their managers. In 2019, the percent of employees who have had a performance review was 55 percent.

FOCUS AREA PEOPLE TARGETS 2019-2021

- ▶ **Reduce injury rate**
Reach a lost time injury frequency rate of 2 by 2021 (LTIFR = work accidents with lost time > = 1 day per million working hours).
- ▶ **Improve gender distribution**
26 percent female managers by 2021.
- ▶ **Increase competence management**
100 percent employee performance reviews by 2021.

KEY ACTIVITIES 2019-2021

- ▶ Implement electronic performance agreements including individual development plans.
- ▶ Develop and implement Career Paths.
- ▶ Implement regional competence management processes by 2020.
- ▶ Implement leadership model globally.
- ▶ Perform global health & safety awareness initiative finalized by 2020.



RESOURCE EFFICIENCY THROUGH INNOVATION

Proximity to nature is an important motivation for users of Dometic products. Dometic delivers smart and reliable products that are safe to use while striving for resource efficiency during the entire life cycle. Resource efficiency is a key priority in order to achieve a long-term, sustainable business model. Key areas include energy efficiency in production, lower CO₂ emissions from production, responsible use of raw materials and water, minimization of waste and hazardous materials, and increased energy efficiency throughout the life cycle of each product.

LIFE CYCLE APPROACH

A clear focus on environmental aspects in product development is key in order to reduce the impact throughout the value chain. To improve the basic understanding of value chain impact, Dometic will put more emphasis on life cycle analysis, with a particular focus on the impact of new materials, product weight, energy consumption and different types of refrigerants.

Dometic will also gradually improve its own metrics in these areas.

Environmental consideration is an integral aspect of product design. Sustainability checkpoints are used when developing new products and are an important part of the product development tollgate process. Each global development project defines targets in line with the Group targets as part of the product specification in order to reduce impact related to relevant environmental aspects.

MATERIAL EFFICIENCY AND WASTE MINIMIZATION

The main materials used in Dometic products are plastics, steel, aluminum and copper. To ensure efficient use of resources, the ambition is to increase the use of recycled materials, along with enhanced reparability and recyclability in future product generations. Durability, recyclability, increased efforts in the after-market regarding service and repair as well as the ambition to continuously increase the use of renewable and recycled materials are all con-

tributing factors to enabling a circular economy in the long term.

Dometic is looking to take an active role in promoting new materials. As of 2019, Dometic intends to introduce at least one environmentally profiled product in the market each year.

In 2019, the focus on introducing renewable materials resulted in the launch of the CoolFun Cooling box consisting of a bio-composite material.

Dometic has worked to increase recycling of waste from production in recent years. In 2019, total waste amounted to 10,938 (7,004) tons, of which 704 (228) were hazardous waste. In all, 71 (68) percent of waste was recycled, including packaging, plastics and metals. In most countries, Dometic has access to developed systems for recycling and energy recovery and aims to achieve recycling solutions in all markets.

Dometic acknowledges that water scarcity and access to clean water are global issues which is why efforts are put into monitoring water consumption and identifying initiatives

The new Dometic RH418NTE minibar achieves an A++ energy efficiency rating, and is setting a new benchmark in comfort, cooling performance and energy efficiency.



BENEFITS FROM DOMETIC'S SOLUTIONS

- Improved life cycle energy efficiency through innovative new product lines.
- Reduced food waste through efficient refrigeration products.
- Reduced water usage and waste through smart sanitary solutions in RVs and boats.
- Improved working environment in commercial vehicles through smart climate control solutions.

to increase the efficiency of water usage in order to reach the target of a 10 percent reduction by 2021. During 2019, total water consumption decreased by 14 percent partly due to closing of manufacturing sites in the APAC region.

ENERGY EFFICIENCY

Improved energy efficiency is a cornerstone for Dometic. Energy consumption during the use phase represents the main environmental impact of several of Dometic's product categories, such as air conditioning, heating and refrigeration. Increased energy efficiency is therefore a key part of reducing the environmental footprint and energy costs for the users of Dometic's products. Dometic will continuously work to improve these metrics by setting energy efficiency targets in relevant global development projects to support the group energy efficiency goal, as well as by reducing the product weight for mobile applications.

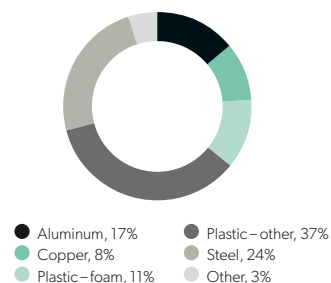
In 2019 Dometic added two new noiseless thermoelectric minibar models to its classic

Minibar range. The new Dometic RH418NTE achieves an A++ energy efficiency rating, and is setting a new benchmark in comfort, cooling performance and energy efficiency. The new Dometic RH418 NTEG with A+ rating is featured with a glass door and also sets a new benchmark in the industry.

The group has worked proactively for years with energy-saving programs aimed at reducing energy consumption in all facilities. Total energy consumption continued to decrease in 2019. Total energy use in 2019 was 110 (116) GWh. Energy consumption in proportion to net sales decreased to 5.9 (6.4), mainly driven by implementation of energy management systems leading to improved technologies for lighting, compressed air, heating and air conditioning as well as closing of factories.

Global CO₂ emissions are disclosed yearly through CDP, the Carbon Disclosure Project. Dometic expects to increase the percentage of energy from renewable sources over the next few years, in line with its aim to reduce CO₂ emissions.

Raw material spend ¹⁾



¹⁾ Excluding Dometic Marine

SPACE REDUCTION

Total space used has been reduced by 10 percent in 2019, primarily through reductions of distribution and warehouse space.

ENVIRONMENT

REDUCE SPACE

Target	-15%
Actual	-10%
Baseline	670,000 m ²

REDUCE ENERGY CONSUMPTION

Target	-10%
Actual	-6%
Baseline	116.4 GWh

REDUCE WATER CONSUMPTION

Target	-10%
Actual	-14%
Baseline	280,000 m ³

INCREASE RECYCLING

Target	75%
Actual	71%
Baseline	68%

PRODUCTS

REDUCE ENERGY CONSUMPTION

Target	5%
Actual	Reduction targets set per project
Baseline	Comparable reference product

REDUCE THE USE OF GREENHOUSE GASES

Target	5%
Actual	New refrigerants being introduced in new product generations
Baseline	575,100 tCO ₂ -eq ¹⁾

REDUCE STOCK KEEPING UNITS

Target	40%
Actual	32%
Baseline	74,000

IMPROVE MATERIAL CONTROL

Target	90% of component purchase value
Actual	Global system development
Baseline	Local control

¹⁾ The CO₂-eq represents the global warming potential of the refrigerants used, not actual impact as the refrigerants are handled in hermetically sealed systems and recovered during service or at end of life.

LEGISLATION AND INDUSTRY STANDARDS

Currently, Dometic’s products are subject to more than 100 specific regulations worldwide which requires a high level of expertise. Dometic aims to take a proactive role in selected regulatory and industry bodies, and works to prepare for future legislation and standards.

Dometic’s products are often found in the interface between household and vehicle legislation and to ensure applicability, Dometic will work toward a closer industry co-operation on key legislation and may, if necessary, also start to introduce voluntary industry standards.

GLOBAL SUBSTANCE CONTROL

Dometic has initiated projects to further strengthen global substance control and to manage integration of both current and future legislation. This is particularly important to be able to manage quickly growing substance legislation requirements and ensure safe products throughout the product life cycle.

Dometic aims to significantly improve the handling of product compliance information in order to be able to serve global customers as professionally as possible. To increase efficiency in following substance legislation, Dometic will launch a global database with substance compliance data.

The use of refrigerants is important to the business and Dometic will continue to minimize the potential greenhouse gas effect of refriger-

ants and use the most environmentally friendly alternative that can fulfil the technical requirements, including safety. This is particularly important for air conditioning products, where the main efforts will be made.

Progress has been made in 2019 to convert refrigerants used in rooftop air conditioning to refrigerant R32, which will reduce the global warming potential (GWP) of the refrigerant used by more than 60 percent.

To further mitigate risk, Dometic has developed end-of-life technology for emptying cooling units in absorption refrigerators. This technology is also used in Dometic’s production units worldwide. This technology reduces the risk of negative impact from the use of refrigerants.

FOCUS AREA PRODUCTS TARGETS 2019–2021

- ▶ **Reduce energy consumption**
5 percent reduction of energy consumption in new global products by 2021.
- ▶ **Reduce the use of greenhouse gases**
A minimum of 10 percent CO₂-eq reduction through introduction of new refrigerants.
- ▶ **Reduce stock keeping units (SKU)**
40 percent reduction of stock keeping units (SKU) of finished goods by 2021.
- ▶ **Improve material control**
90 percent of component purchase value to be captured in a central database for material substance control.

KEY ACTIVITIES 2019–2021

- ▶ Introduce a range of sustainable products.
- ▶ Use GRI metrics combined with product LCA to drive sustainability in product development.
- ▶ Continue the phasing-out of F-gases in air conditioning and refrigerator products.
- ▶ Increase efficiency in following substance legislation
 - Improved systems for handling product compliance information.
 - A supplier database that handles all product compliance information on component level connected to the ERP system allowing maximum automation.
- ▶ Closer industry co-operation on key legislation.

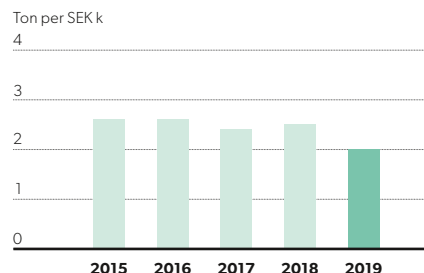
FOCUS AREA ENVIRONMENT TARGETS 2019–2021

- ▶ **Reduce space**
15 percent space reduction by 2021.
- ▶ **Accelerate energy saving**
10 percent reduction of energy consumption by 2021.
- ▶ **Reduce water consumption**
10 percent reduction of water consumption by 2021.
- ▶ **Increase recycling**
75 percent recycling target of all waste by 2021.

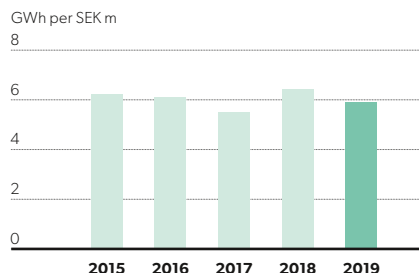
KEY ACTIVITIES 2019–2021

- ▶ Consolidation of locations to reduce space.
- ▶ Reduction of stock keeping units (SKUs) and components.
- ▶ Modular product platform.
- ▶ Digitalization throughout the entire value chain.
- ▶ Consolidation of suppliers.
- ▶ Increased coordination of transportation of goods.
- ▶ Continue ISO 14001: 2015 certification.
- ▶ Increased focus on Value Analysis/Value Engineering to reduce use of material and waste.

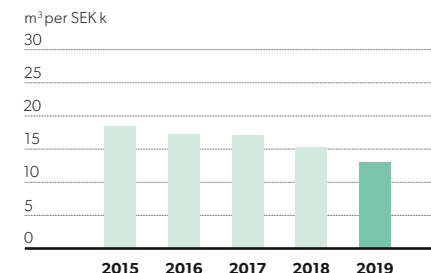
Group total CO₂ emissions in proportion to net sales



Group total energy consumption in proportion to net sales



Total water consumption



Manufacturing plants and certificates

In 2019 one more site has achieved ISO 14001 certification and three sites achieved ISO 45001 or OHSAS 18001 certification.

LOCATION	QUALITY	ENERGY	ENVIRONMENT	HEALTH & SAFETY	SOCIAL
EMEA					
Dillenburg, Germany	ISO 9001	ISO 50001			
Emsdetten, Germany	ISO 9001	ISO 50001	ISO 14001		
Krautheim, Germany	ISO 9001	ISO 50001	ISO 14001		
Geluwe, Belgium					
Siegen, Germany	ISO 9001	ISO 50001	ISO 14001	ISO 45001	
Jaszbereny, Hungary	ISO 9001, IATF 16949	ISO 50001	ISO 14001		
Bassano, Italy	ISO 9001				
Forli, Italy	ISO 9001		ISO 14001	ISO 45001	
Milan, Italy	ISO 9001		ISO 14001	ISO 45001	
Filakovo, Slovakia	ISO 9001		ISO 14001	OHSAS 18001	
Tidaholm, Sweden	ISO 9001		ISO 14001		
Selsey, UK	ISO 9001				
Manchester, Vermont, USA					
AMERICAS					
Big Prairie, Ohio, USA			ISO 14001		
Elkhart, Industrial Pkwy, Indiana			ISO 14001		
Greenbrier, Tennessee, USA	ISO 9001		ISO 14001		
LaGrange, Indiana			ISO 14001		
Pompano Beach, Florida, USA	ISO 9001		ISO 14001		
Vancouver, British Columbia, Canada	ISO 9001				
Limerick, Pennsylvania, USA	ISO 9001				
Sparta, Pennsylvania, USA	ISO 9001				
Stuart, Florida, USA					
Monterrey, Mexico					
Elkhart, Simonton St, Indiana					
APAC					
Shenzhen, China	ISO 9001, IATF 16949		ISO 14001	OHSAS 18001	SA 8000
Zhuhai, China	ISO 9001, IATF 16949		ISO 14001		



Dometic’s Board of Directors has overall responsibility for monitoring the Group’s sustainability governing documents and work.

The CEO and Group Management are responsible for incorporating global sustainability initiatives into Dometic’s strategy and operations as well as overview reporting, performance and result.

Dometic’s Sustainability Board manages the Group’s sustainability work. The team consists of the CEO, CFO, Head of Group HR, Group General Counsel, Head of Group Operations, Chief Technology Officer, Compliance and Sustainability Officer as well as other key members from time to time, such as supporting specialists for example within Health & Safety.

Head of Group HR ensures that sustainability is an integral aspect of Core Values, leadership training and internal communications.

The responsibilities for the defined sustainability focus areas are shared as follows:

- Ethics – Group General Counsel
- People – Head of Group HR
- Products – Chief Technology Officer
- Environment – Head of Group Operations

The sustainability team sets the overall ambition level, targets and activities. Responsibilities also include ongoing stakeholder dialogues and close monitoring of macro trends and drivers.

Business functions carry out key sustainability activities and report on progress, performance and results.

GOVERNING DOCUMENTS

Governing documents are approved by the Dometic Board of Directors.

- Code of Conduct
- Remuneration Policy
- Finance Policy (incl. Tax Policy, Treasury Policy and Credit Policy)
- Information Policy
- Insider Policy
- Internal Audit Policy
- Privacy Policy
- IT Policy

CODE OF CONDUCT

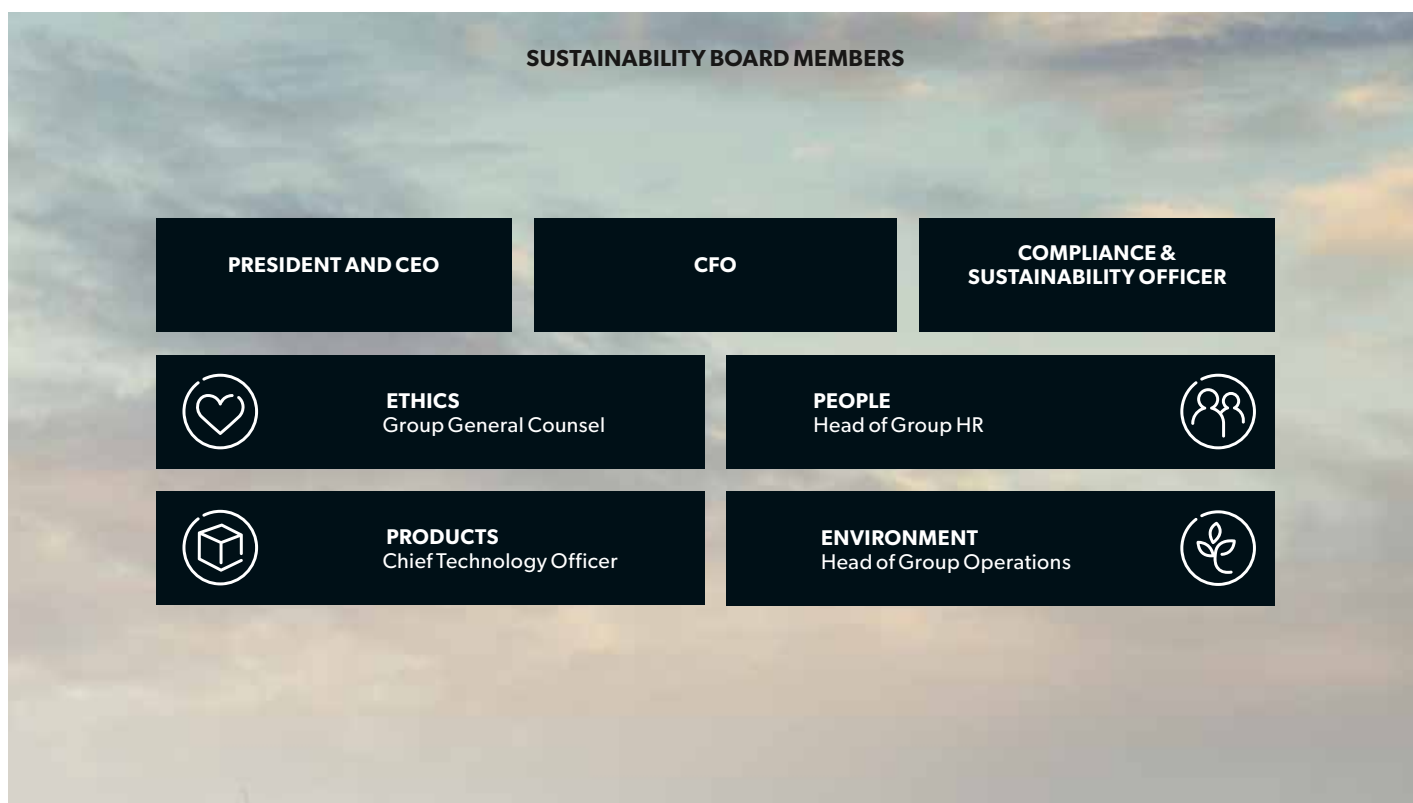
The principles of Dometic’s Code of Conduct are based on the Core Values, international legislation, standards and agreements, including the UN Global Compact and the OECD’s guidelines for multinational companies.

MONITORING AND REPORTING

Dometic group’s legal and HR departments monitor compliance with the Code of Conduct. Employees are encouraged to report any conduct that they believe, in good faith, to be in breach of applicable laws, regulations and/or the Code of Conduct, to their manager or via the whistleblower procedure called the Dometic SpeakUp line, managed by a third-party vendor to ensure full privacy. This system enables employees to report potential cases in their native language via either a website or a toll-free phone call. Dometic expects managers to address issues and work to ensure satisfactory resolution in compliance with applicable laws and regulations and/or the Code of Conduct.

STAKEHOLDERS AND STAKEHOLDER DIALOGUE

As a global group, it is vital for Dometic to ensure accountability for its actual and potential impact on stakeholders. Dometic creates engagement opportunities so that stakeholders can address the group in various stakeholder dialogues. Dometic engages both directly and indirectly with key investors,



customers, business partners, employees and unions in a number of ways.

Dometic gathers valuable input regarding focus and development areas, primarily from customer and employee surveys, meetings with customers, investors, suppliers and other business partners.

In 2018, Dometic performed a strategic sustainability review based on macro trends, input from key stakeholders and the strategic framework launched in autumn 2018. The review re-confirmed the four sustainability focus areas – ethics, people, products, environment – that Dometic focuses on to further enhance value creation, reduce environmental impact and mitigate sustainability risks. Dometic has clear targets for each focus area, as well as a strong ownership of the targets within the global functions and regions.

During 2019 efforts have been made to integrate sustainability further in all aspects of the risk framework.

STAKEHOLDER GROUP	TYPE OF DIALOGUE	KEY TOPICS DISCUSSED
CAPITAL MARKETS		
<ul style="list-style-type: none"> Shareholders Investors Analysts 	<ul style="list-style-type: none"> Individual meetings Annual Shareholder Meeting Investor requests and questionnaires 	<ul style="list-style-type: none"> General strategy/focus areas Code of Conduct implementation and follow-up Sustainability agenda Environmental management
BUSINESS PARTNERS		
<ul style="list-style-type: none"> OEMs customers End users Suppliers 	<ul style="list-style-type: none"> Individual meetings "customer voice" Sales meetings Trade exhibitions Customer requests and questionnaires Supplier self-assessment and audits 	<ul style="list-style-type: none"> General strategy/focus areas Product performance Code of Conduct implementation Environmental, safety and health management
EMPLOYEES		
<ul style="list-style-type: none"> Current employees Potential employees 	<ul style="list-style-type: none"> Employee engagement survey Performance appraisal meetings Management meetings and conferences Work councils Intranet 	<ul style="list-style-type: none"> Core Values and Code of Conduct Health & Safety Work Environment Competence Development Gender equality and diversity



Auditor’s report on the statutory sustainability report

To the general meeting of the shareholders in Dometic Group AB (publ), corporate identity number 556829-4390.

Engagement and responsibility

The Board of Directors has responsibility for the statutory sustainability report for the year 2019 on pages 44–57 and for ensuring that it has been prepared in accordance with the Annual Accounts Act.

The scope of the audit

Our examination was conducted in accordance with FAR’s auditing standard RevR 12, the auditor’s opinion regarding the statutory sustainability report. This means that our examination of the statutory sustainability report is substantially different and narrower in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinion.

Opinion

A statutory sustainability report has been prepared.

Stockholm March 12, 2020
PricewaterhouseCoopers AB

Anna Rosendal
Authorized Public Accountant

WHAT WE KNOW WE WANT TO DO

FROM

- ▶ FRAGMENTED ORGANIZATION
- ▶ FRAGMENTED MANUFACTURING STRUCTURE
- ▶ LARGE NUMBER OF SKUS
- ▶ LOCAL R&D WITH LIMITED SUSTAINABILITY MINDSET
- ▶ FRAGMENTED RISK AWARENESS
- ▶ FRAGMENTED SUSTAINABILITY OWNERSHIP
- ▶ UNSTRUCTURED DEVELOPMENT OPPORTUNITIES
- ▶ LIMITED FOLLOW-UP AND TARGETS
- ▶ FRAGMENTED LOCAL SAFETY APPROACH

TO

BUILDING TOGETHER WITH COMMON PROCESSES

OPTIMIZED MANUFACTURING STRUCTURES TO REDUCE EMISSIONS, CONSUMPTION OF WATER AND ENERGY AND DRIVE AUTOMATION

REDUCE SKUS TO REDUCE USE OF RAW MATERIALS, TRANSPORTATION AND IMPROVE MATERIAL CONTROL

COMMON R&D PROCESSES WITH SUSTAINABILITY AS PART OF THE DEVELOPMENT PROCESS

GLOBAL TRAINING ON CODE OF CONDUCT, ANTI-TRUST AND HIGH AWARENESS

CLEAR OWNERSHIP IN ALL AREAS

PERFORMANCE MANAGEMENT INCLUDING INTERNAL CAREER PATHS

FREQUENT FOLLOW-UP AND TARGET ACHIEVEMENT

COMMON GLOBAL HEALTH & SAFETY GUIDELINES AND SAFETY CULTURE