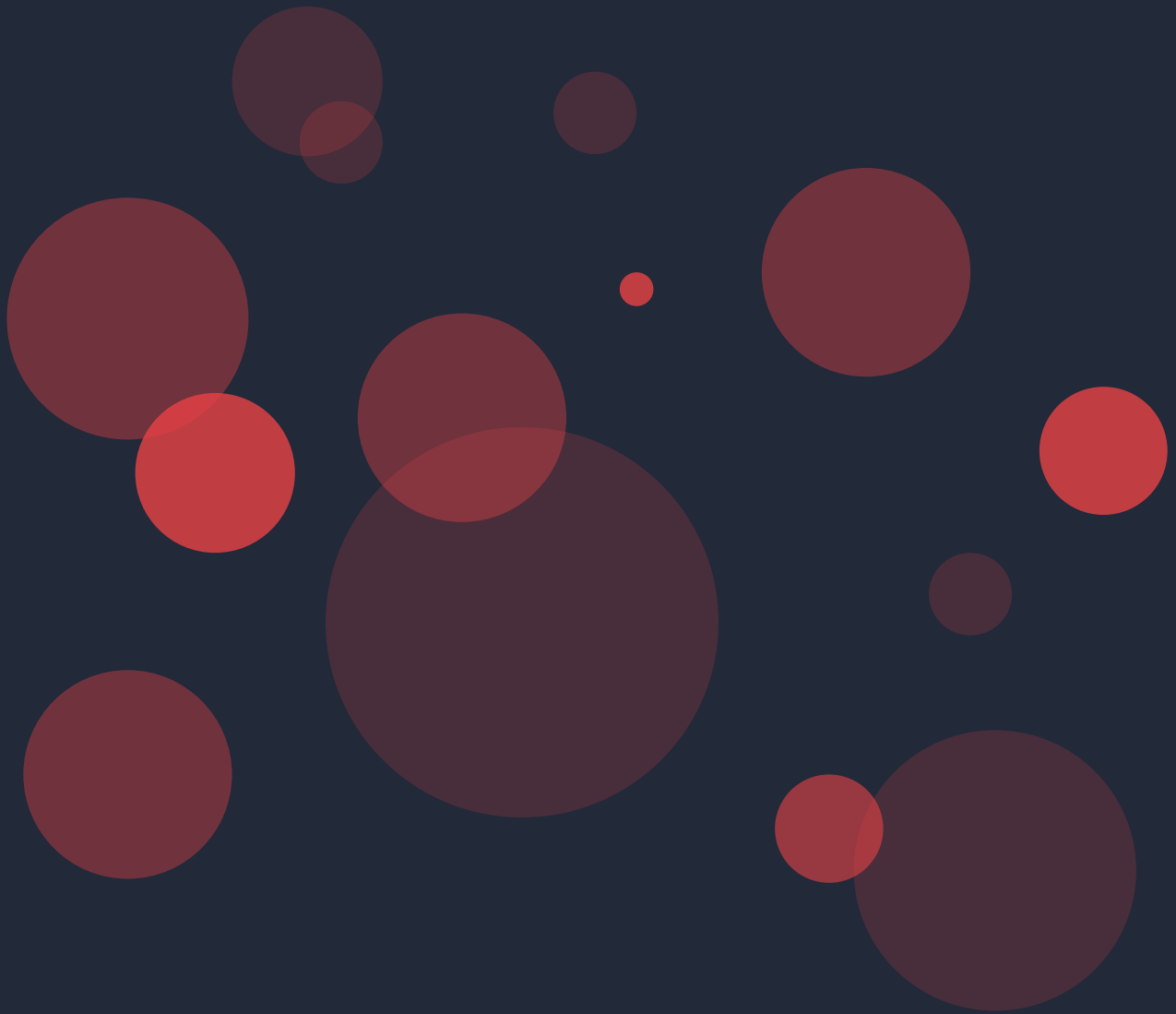


smartoptics



**SUSTAINABILITY  
POLICY**

# SUSTAINABILITY POLICY

## INTRODUCTION

Smartoptics AS is an innovative fiber optic company who strives to contribute to a sustainable planet. To conduct a long-term sustainable business means creating long-term solutions out of both in a responsible and innovative way economic, ecological and social perspectives.

It is not only our interest but its is our responsibility to protect our planet and future generations. Sustainable management leads to increased attraction among our stakeholders, customers and employees. It is extremely important to have committed employees to be able to succeed within this are Smartoptics AS strive to create a stimulating and innovative work environment to employees to be able to develop and contribute to a sustainable planet.

## PURPOSE

The main purpose of the policy is to set guidelines for how the sustainability work at Smartoptics AS and its subsidiaries shall be conducted. The work must contribute to sustainable development and be an integrated and natural part of activities that are based on participation and commitment.

## SCOPE

This policy applies to all employees and consultant with Smartoptics AS and its subsidiaries regardless of geographical location.

## VISION

Smartoptics AS and its subsidiaries shall be an industry example and must actively contribute to sustainable development.

## SUSTAINABILITY AREAS

Supports the UN's global goals and selected some of these where the company can actively influence and contribute to sustainable development.

- 5. Gender equality
- 8. Decent work and economic growth
- 10. Reduced inequalities
- 12. Responsible consumption and production
- 13. Climate action
- 16. Peace, justice and strong institutions
- 17. Partnerships for the goals

## ENVIRONMENT

- Minimize CO2 footprint
- Responsible and efficient use of natural resources so as not to endanger the planet's boundaries and thus our climate and the possibilities of future generations in a finite world.
- Create the conditions for responsible waste management by minimizing waste, pollution prevention and a view of waste as a resource for reuse and recycling.
- Develop and build and manage with a life cycle approach and promote recycling models.

## EQUALITY, INCLUSION AND HUMAN RIGHT

- Offer and manage a safe and inclusive workplace for everyone
- Stand up for human rights
- Take action against injustice and discrimination
- Sustainable partnerships determined to respect and uphold the principles of human rights

## TRANSPARENCY

- Have long-term sustainable economic growth in cash flow
- Using financial and human capital effectively
- Create transparency to prevent bribery and corruption

## COMMITMENT

Smartoptics AS and its subsidiaries shall be involved and drive development forward towards a sustainable society through innovation and the actions described in this policy. Smartoptics AS considers the precautionary principle and society's requirements according to laws and regulations as minimum requirements and the company strives for continuous improvement in order to promote sustainable development.

