

Environmental Policy

We at Ascom take our international business, environmental and social responsibilities seriously.

A sustainable, responsible approach means developing and delivering environmentally-friendly and safe products with high quality while remaining committed to business success. In 2010, Ascom became a member of the UN Global Compact, and we are fully committed to promoting the key principles.

Our Commitment

Ascom's mission is to provide mission critical, real-time solutions for highly mobile, ad hoc, and time-sensitive environments.

We are committed to provide solutions with products and services that consistently fulfill the needs of our users and customers, as well as all applicable safety and regulatory requirements, while minimizing their environmental impact during their lifecycle, protecting the environment and preventing pollution.

Environmental Management

To fulfill this commitment, we have established an Environmental Management System:

- The scope is design & development, manufacturing management, marketing, sales, production, installation, servicing of information and communication of Ascom workflow and communication solutions, including hardware and software.
- The scope of the environmental management system includes three ISO 14001-certified sites: Ascom Oy (Finland), Ascom (Nederland) B.V. and Ascom (Sweden) AB.

To fulfill this commitment, we have overall environmental goals for all our activities:

- To minimise negative environmental impact. To strive for continuous improvement of our products and their impact on the environment throughout their life cycle.
- To be economical with raw materials, materials and energy, and also to minimise consumption of non-renewable sources of material and energy.
- To increase awareness of environmental aspects among all employees and facilitate for employees to carry out responsibilities in an environmentally responsible way.
- To involve our suppliers to implement consistent environmental requirements.
- *For sites in scope of the Environmental Management System:* to maintain and continuously improve the Environmental Management System to ensure that we meet or exceed legal and other environmental requirements, that we consider the needs and expectations of interested parties as well as internal and external issues.

Responsibility and Authority for the Environmental Management System

- The *Chief Operating Officer* is overall accountable for the implementation of this policy.
- *VP Supply Chain, IT and Quality* and *Director, Quality & Regulatory* are authorized as the management representatives for the Environmental Management System.
- Each *process owner* is accountable for the environmental performance of respective process.
- Each *region managing director* and *site manager* is accountable for the implementation of this policy in the region/site in scope.
- Each *region managing director* and *site manager* in scope of the Environmental Management System appoints a *Quality and Regulatory Representative (QRR)* who oversees the implementation and adherence to the Environmental Management System in the region/site.
- Every *line manager* shall ensure that the Environmental Policy is implemented in her/his organization.
- Every *employee* shall understand the Environmental Policy and apply it within her/his area of responsibility.

Environmental Objectives

- Executive management establishes company-wide environmental objectives and targets consistent with this policy, to improve the significant aspects affecting our environmental performance.
- Each Region Managing Director in scope of the Environmental Management System establishes environmental objectives and targets applicable to the region.
- Environmental objectives are implemented through documented action plans with assigned responsibility, resources, timeline and follow up.
- Environmental targets are reviewed annually and are measured and reported quarterly.

Communication

This policy is communicated:

- to all employees on the intranet web site and through environmental introduction trainings;
- to all visitors and employees by posting it in selected, often frequented locations, with a signed, controlled brief version containing the main contents;
- to customers and other stakeholders on our public web site, as well as and on request.