

# CubelQ Sustainability Policy

Version 1

Release 1.10.10.EN

Published: January 2012

Last Update: November 2016

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## 1 Revision History

<b>Date modified</b>	<b>Release</b>	<b>Prepared By</b>	<b>Changes made</b>
11/2011	0.90	Ddg	Initial internal release
12/2011	0.99	Ddg	Final internal release
01/2012	1.00	Ddg	First public release
11/2016	1.20.10	Ddg	Review Content, cosmetic changes

## 2 Sustainability Policy

CubelQ Limited and its subsidiaries and affiliates (collectively, the "Company") aims to operate in a way that is economically, socially and environmentally sustainable for both present and future generations.

This Policy Statement sets out our commitments across four key areas which we have identified as being the most material to our business and of greatest relevance to our stakeholders.

### 1. The Environment

We are committed to adopting 'good practice' environmental standards by:

- Taking advantage of technology and new design techniques to minimize the environmental impact of our business;
- Making efficient use of energy and natural resources and considering more sustainable sources;
- Seeking to reduce the quantities of waste generated and increase the proportion that is recycled; and
- Encouraging the use of low environmental impact and responsibly sourced materials.

### 2. Our People

We are committed to:

- Ensuring the health, safety and welfare of all of our employees;
- Providing a working environment in which our employees are empowered, motivated and highly productive in an innovative and collaborative culture; and
- Promoting diversity and inclusion.

### 3. The Community

We are committed to having a lasting positive impact on the local communities in which we operate by:

- Identifying, understanding and supporting the needs of key local community groups;
- Managing systems development sites, and plants and factories in a considerate manner;
- Providing the local workforce with potential job and training opportunities and encouraging local employment among contractors, subcontractors and resellers; and
- Proactively communicating with local stakeholders in order to build and maintain strong long-term relationships.

### 4. The Marketplace

We are committed to:

- Operating in an ethical and responsible manner;
- Collaborating with our key business partners to develop and implement clear sustainability guidelines and minimum standards; and

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- Proactively communicating and engaging with resellers, contractors, subcontractors and local authorities on environmental and social issues.

The Company regularly reviews its Sustainability Policy with the aim of achieving continuous improvement.

This Policy was adopted on January 2012 and reviewed on November 2016

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