

Transmode sustainability policy

We support the UN Global Compacts' 10 principles* (<http://www.unglobalcompact.org>) and our sustainability and social responsibility policy is based upon these principles in the areas of human rights, labor, the environment and anti-corruption.

The use of our products and solutions has the potential to reduce the GHG emissions, as these enable the efficient use of services such as web conferencing, teleconferencing and net meetings for interaction between people. These services will be required to reduce global travel and the associated negative environmental impact. In addition to this, our products are designed with low power consumption as design criteria, thereby further minimizing environmental impact.



Human rights

We support and respect the protection of internationally proclaimed human rights not only at our workplace but also within our sphere of influence and we will not be complicit in human rights abuses.

Labor

Freedom of association

Freedom of association implies a respect for the right of all employers and all workers to freely and voluntarily establish and join organizations of their own choice. Collective bargaining refers to a voluntary process or activity through which employees and workers discuss and negotiate their relations, in particular terms and conditions of work and the regulation of relations between employers, workers and their organizations.

Forced labor

We do not use, complicit in, or benefit from forced labor. Labor should be freely given and employees should be free to leave in accordance with established rules. Pay and terms, including working hours, shall comply at a minimum with national laws and local industry standards.

Child Labor

No person is employed who is below the minimum legal age for employment. The minimum age for admission to employment or work must not be less than the age for completing compulsory schooling, and in any case not less

than 15 years. Lower ages are permitted for transitional periods – in countries where economic and educational facilities are less well-developed the minimum age for regular work generally is 14 years. The minimum age for hazardous work is higher, at 18 years for all countries.

Elimination of discrimination

Our ambition is to be on the leading edge when it comes to important social issues, such as equality and diversity. We will not treat employees differently or less favorably because of characteristics that are not related to their merit or the inherent requirements of the job. These characteristics include gender, religion, age, origin, sexual orientation or functional disability.

Work conditions, salaries, benefits and other terms of employment will be such that they aim to offer equal opportunities and make it easier for everyone to combine work, private life and parenthood.

Working Conditions

Our systematic work environment management shall strive to prevent accidents and to improve our physical and psychosocial work environment within the company. This includes:

- Risk assessments
- Documented safety rounds
- In the event of an accident; root cause analysis and remedial measures
- Fulfilling all existing as well as upcoming legal requirements (mainly ASF 2001:1)
- Implementing new routines and updating existing ones based on input above

Environment

Our products shall be developed with the objective to affect the environment as little as possible during their lifetime and destruction phase. We shall select material, technology and distribution systems that fulfill our objectives with low environmental impact.

We shall provide advice and knowledge to our customers and partners so that they in a safe manner can use, transport, store and scrap our products.

We shall work with environmental indicators within the company. We are actively measuring and analyzing our environmental targets in order to reduce our overall carbon footprint over time. The following key areas are identified within our company for monitoring and improvement:

- Product power consumption
- Freight
- Traveling

Anti-corruption

We are committed to conduct our business with honesty and integrity and in compliance with the laws of all the countries where we are active and that no form of bribery or extortion is tolerated within the company.

* UN Global Compacts' 10 principles derived from: The Universal Declaration of Human Rights, The International Labour Organization's Declaration on Fundamental Principles and Rights at Work, The Rio Declaration on Environment and Development and The United Nations Convention Against Corruption.