ENVIRONMENTAL POLICY

PURPOSE

The purpose of environmental management in Techstep is to reduce Techstep's environmental and climate impact, as well as raise awareness among customers, suppliers and partners, and actively incite them to reduce theirs.

SCOPE

This policy applies to all employees and representatives of Techstep ASA and its subsidiaries. Techstep's executive management team has the responsibility for integrating the principles into day-to-day operations.

OUR APPROACH

Reducing greenhouse gas emissions is one of the most important measures we can take to slow down global warming and combat climate change. Techstep aims to be a positive agent for change in society by actively promoting mobile technology that enable people to work smarter and more sustainable. Techstep also has great opportunities to reduce own and customers' footprint by taking a circular approach to buying and managing mobile devices to optimise the device life span. Our environmental objectives, procedures and activities are defined in our Techstep Management System, which is aligned with the requirements of ISO 14001.

OUR COMMITMENTS

At Techstep, we take a precautionary approach to environmental challenges, and take action to reduce own direct and indirect emissions. We promote greater environmental responsibility internally and with our customers and partners. We will comply with all relevant laws and regulations, and we require our suppliers to do the same. To us, an environmentally sustainable and responsible way of conducting business operations means that we:

Customer offering

- Design innovative software solutions that enable our customers reduce their footprint
- Take a lead in circular mobile device solutions, by facilitating extended lifetime and recovery of materials through increased re-sale and recycling
- Promote environmentally declared products to enhance knowledge on the climate footprint of mobile devices and accessories

Suppliers and partners

- Challenge partners on adopting more eco-friendly methods and materials for packaging goods
- Work actively with partners to optimise transport to/from customers and promote more environmentally friendly transport solutions

- Prioritise suppliers that work actively with environmental management (ISO 14001, EMAS or equivalent), and use non-certified suppliers only when there are no other alternatives
- Actively assist suppliers and partners with their adjustment to a climate-neutral society. Through innovation and cooperation, we seek solutions to environmental challenge

General procurement

- Minimise the use of consumables, and select more eco-friendly products when possible
- Purchase of electronical equipment in accordance with the RoHS directive

Waste and waste handling

- Sort and dispose waste according to local recycling guidelines. Hazardous waste shall be sorted and disposed at source as far as practically possible
- Recycle electronic waste in accordance with the WEEE directive

Chemical products

- Minimise the use of any chemical products, and handle them in compliance with the REACH regulation

Energy- and water consumption

- Are mindful on data consumption and storage, using energy efficient cloud services partners that utilise renewable energy sources
- Prioritise energy efficient equipment, and switch off equipment and lights not being used
- Switch to green certified buildings (LEED, BREEAM or equivalent) when upgrading facilities

Business travels

- Prioritise virtual meetings over business travels
- Choose low-emission transport alternatives where possible

Management system and reporting

- Educate employees to promote sustainable insights, solutions and results
- Monitor environmental impact and strive for continuous improvement in own operations
- Report in accordance with the internationally recognised standard Greenhouse Gas Protocol

UPDATES

The Environmental Policy shall be reviewed and updated annually or when considered necessary i.e., due to changes in laws or regulations.

Version number	Approved by	Approval date	Document owner	Change history
1.0	Børge Astrup, CEO	17.02.2022	Head of Sustainability	Replacing policies from subsidiaries
1.1	Børge Astrup, CEO	31.08.2022	Head of Sustainability	ISO 14001-alignment