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SUSTAINABILITY POLICY

Technology is a Service



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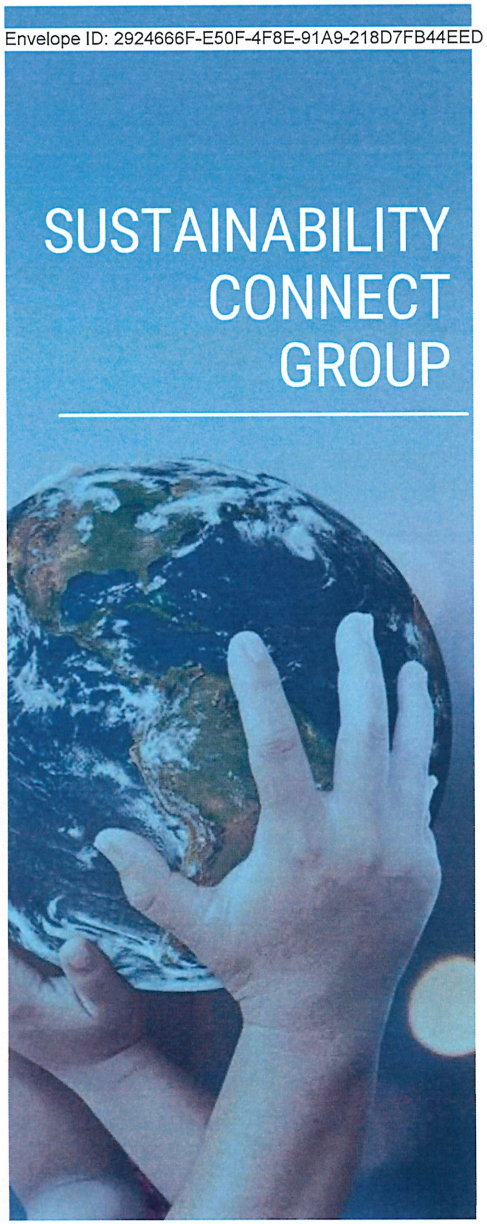

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SUSTAINABILITY CONNECT GROUP

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OUR **AIM**:

To strive **carbon neutrality in 2035** and to strive for reduction on carbon emissions, by at least 55% by 2025.

Connect Group act honestly and with integrity towards its stakeholders and complies with all applicable laws and regulations concerning:

Health and Safety
Forced labor - child labor / labor regulations and conditions
Environment
Ethics - right to organize & no discrimination

OUR **COMMITMENT**:

To be **carbon neutral by 2050** and to reduce its carbon emissions by at least 55% by 2030 according the Green Deal legislation.

To encourage sustainable partnerships and collaborations with other stakeholders.

To approach sustainability and corporate responsibility, towards a commitment to the UN sustainability goals 3, 5, 8, 12 & 13.

To transfer our culture of sustainability to the entire value chain: employees, contractors, customers, partners, suppliers, and other stakeholders.

To respond to stakeholders transparently, using economic, environmental, and governance indicators which are published in the company's reports.

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3 GOOD HEALTH AND WELL-BEING
5 GENDER EQUALITY
8 DECENT WORK AND ECONOMIC GROWTH
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION

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HEALTH & SAFETY Connect Group

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Connect Group management, staff and employees are committed:

To providing a healthy and safe working environment.

To protect health and safety of their employees.

To foresee in organizational and technical means.

To train management and employees, to assure commitment towards their own health and safety and that of their colleagues in a proactive way.

To comply on applicable health and safety regulations and laws.

To review risk assessments annually and to foresee actions where needed.

To take corrective actions if deviations are found.

Have special attention for:

- o Physical load
- o Machine security
- o Psycho-social load
- o Handling toxic or dangerous products

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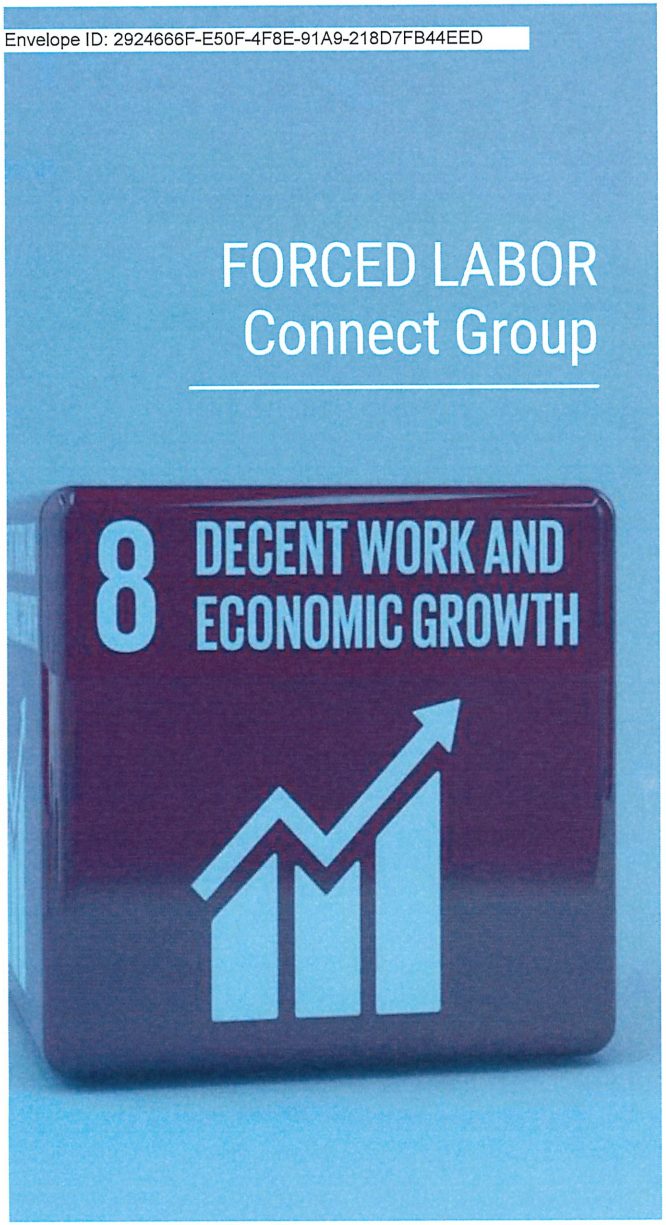

FORCED LABOR Connect Group

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Connect Group management, staff and employees are committed:

That employment should be freely chosen.

Under no circumstances, to make use of forced or bonded labor, to manufacture or assemble products and services.

To comply for all employees, including those hired by third parties (recruiters, interim agencies, contracting parties,...), all applicable labor regulations and laws.

Not to employ children, in violation of the convention of the International Labor Organization.

To call immediately to order for remedial actions, the supplier and/or customer, when a violation of these rules in the supply chain is detected.

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ENVIRONMENT Connect Group

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Connect Group management, staff and employees are committed:

To maximize lifetime of equipment and tooling.

To prevent pollution.

To meet the applicable environmental rules, laws and requirements.

To support and to contribute to the (co-)development, production and delivery of products and services with an as low as possible negative impact to the environment.

To manage the risks and opportunities associated with its activities, to prevent harm to the environment.

To monitor yearly and reduce, its greenhouse gas emissions, helping to mitigate the effects of climate change according reduction plan.

To encourage all employees to use, to support and to make suggestions on environment saving means, processes, measures and products by:

- Using environment friendly materials, processes and products.
- Avoiding where possible waste.
- Using where possible 2 way packaging.
- Using energy saving equipment, tooling, means, transport methods.

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ETHICS Connect Group

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Connect Group management, staff and employees are committed:

Right to organize & no discrimination

Connect Group shall recognize and respect the freedom of its employees to choose, to establish or to associate with any legal organization of their own choice.

Labor union membership will not be the cause for dismissal or prejudice against the employee.

Connect Group shall respect the rights of its employees to be presented by labor unions or other employee organizations.

Connect Group will not tolerate any discrimination or harassment, based on gender, race, ethnic origin, age, language, religion, political opinion, national or social origin or other status. Those behaviors should be reported immediately to Human Resources, who will conduct an investigation and implement together with the management the necessary measures.

Connect Group employee recruitment is conducted in compliance with equal opportunities and without any discrimination on the private life and opinions of the candidates, so that the hired employee corresponds with the required profile, avoiding favoritism of any kind.

Connect Group will pay equal for equal work performed at equal level, regardless of gender, race, ethnic origin, age, language, religion, political opinion, national or social origin or other status.

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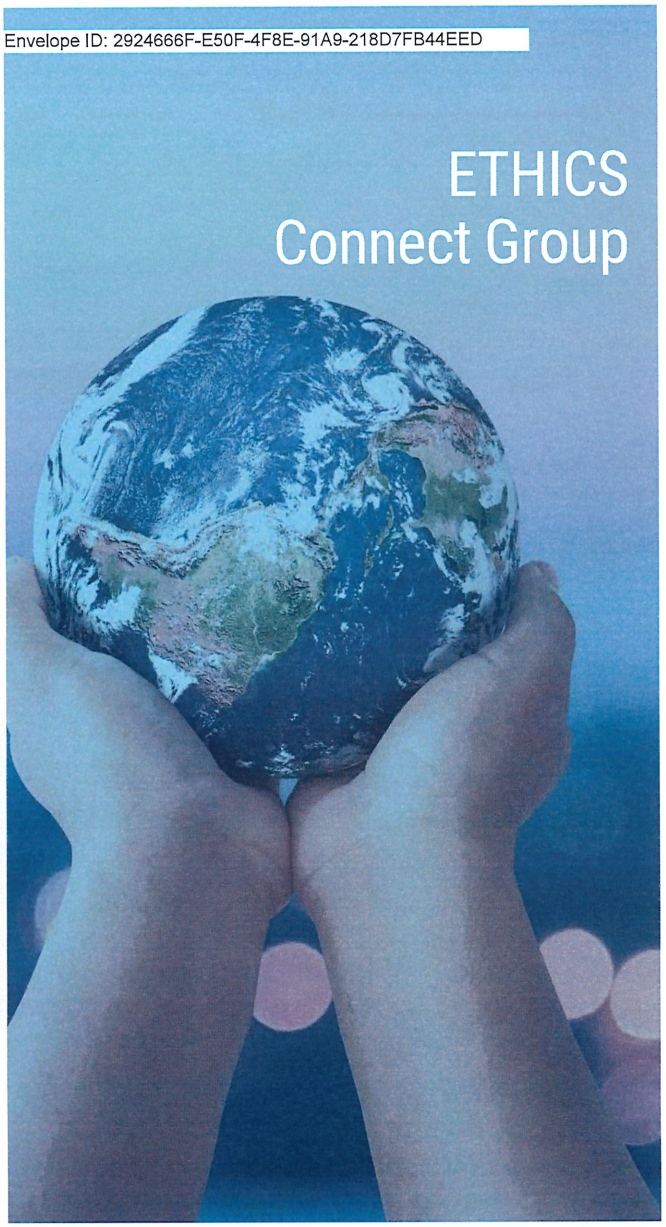

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ETHICS Connect Group

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Connect Group management, staff and employees are committed:

To employee development, creating and maintaining the required conditions to develop further the skills of each employee. Each employee is encouraged to acquire new needed skills, abilities and expertise. Our goal is to bring out the potential of our human working capital at its best level.

To comply with existing GDPR regulations, to protect privacy of every one of its employees and all those who interact with the company.

To business integrity, any and all forms of corruption, extortion and embezzlement are strictly prohibited.
Bribes or other means of obtaining undue or improper advantage are not to be offered nor accepted.

To disclosure of information. Information regarding business activities, structure, financial situation and performances is to be disclosed in accordance with applicable regulations and prevailing industry practices.

To intellectual property. Intellectual rights are to be respected. Transfer of technology and know-how is to be done in a manner that protect intellectual property rights.

To fair business, advertising and competition. Standards of fair business, advertising and competition are to be upheld.

To protection of identity, to ensure the confidentiality and protection of supplier and employee whistleblower are to be maintained.
Connect Group encourages employees and others who have serious concerns regarding these ethical topics to come forward and voice those concerns.

That chosen suppliers comply with human rights, labor standards and environmental protection.

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The Connect Group corporate SUSTAINABILITY policy was approved by the Board of Directors of Connect Group.

Date: 4/4/2022

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