



## Sustainability Policy

### Introduction

STARTEAM is committed to ensuring that any business undertakings are conducted as ethically as possible by following the below policy.

At STARTEAM we care about reliable connections, and we strive to exceed our customers' expectations by using sustainable and advanced solutions for everything that we do.

Our resilience is built on a solid foundation that is anchored by core values and principles of respect and integrity for each other and for all our stakeholders. Sustainability commitment has formed a core element of our company-wide vision for many years.

### Scope

This policy relates to how the products, services and operations within our company and across our supply chain will be continually reviewed and improved, so that we can integrate environmental, social and economic considerations into our everyday practices and make a positive contribution to society.

### Purpose

We acknowledge that our company has potential impacts on people and the environment through our operations and supply chains. Through this policy we:

- commit to comply with applicable law in all our operations;
- commit to protect human rights. We are a committed equal opportunity employer and will abide by all fair labour practices. We'll ensure that our activities do not directly or indirectly violate human rights in our own or other country;
- commit to minimise our impact on our environment and maximise the effective use of resources;
- commit to foster responsible environmental behaviour amongst staff at all levels;
- commit to minimise risks and impacts through processes and systems to implement, measure and monitor environmental and social performance;
- commit to increase communication and awareness of our efforts.

## Principles

### *People*

STARTEAM will:

- comply with legislation such Universal Declaration of Human Rights, and other human rights declaration such as the European convention for the Protection of Human Rights and Fundamental Freedoms, UN Guiding Principles on Business and Human Rights, the Modern Slavery Act 2018 and Bribery Act 2010;
- provide a safe and healthy workplace;
- support diversity and inclusion;
- supporting the surrounding community by looking to employ local people where possible;
- create useful opportunities for development of skilled local workers;
- engage early and meaningfully with stakeholders, including indigenous organisations, communities, industry and government;
- avoid harming the lives of local people;
- support local businesses to ensure they are prepared for and provided with opportunities to participate;
- encourage our employees to volunteer via programs organised internally or externally;
- support local charities by donating time e.g. staff participation in volunteering days;
- look to provide sponsorship or monetary donations to local charities, sports clubs, societies, youth groups, community centres, or other;
- promote long-term economic benefits within communities.

### *Environmental*

STARTEAM will:

- comply with all laws governing the environment;
- strive to better understand both the direct and indirect impact that our practices may have on the environment;
- minimise or offset our impact on the environment;
- work towards the conservation of energy, water and resources in all our operations;
- dispose of waste thoughtfully, and follow the waste hierarchy of 'Avoid, Reduce, Reuse, Recycle';
- lessen our environmental impact by purchasing environmentally friendly products and services;
- take steps to continually improve environmental performance;

- protect and support biodiversity;
- conduct audits, evaluations, and self-assessments of the implementation of this policy;
- work with our entire supply chain to gain mutual benefits of incorporating environmentally sustainable goals into everyday business;
- be an environmentally responsible neighbour in our community;
- promote environmental awareness throughout all operations of the company;
- foster a sustainably aware culture, where responsibility is assigned and understood;
- strive to raise awareness in the community, encourage participation and train employees in environmental and social matters.

## *Economic*

STARTEAM will:

- consider and support sustainability initiatives with a strong business case;
- integrate sustainability into our existing business models, accounting and reporting;
- add value to our products and services to support sustainability markets;
- reduce operating costs through improved resource management e.g. water, waste, energy, carbon, employee engagement;
- manage risk of operational disruptions e.g. resource scarcity, climate change impact, or community risks;
- reduce reputation risks and communicate actions.

## **Responsibility and Review**

This Sustainability Policy is the responsibility of the Management of STARTEAM, the last update was in April 2023 and will be reviewed annually.