



## NEECO SUSTAINABILITY CHARTER

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Sustainability is integrated into Neeco's strategy, decision-making, culture, and operations. As a global company with suppliers and partners in more than 160 countries worldwide, Neeco strives to balance environmental, social, and economic sustainability needs to improve the quality of the environment and overall human life. Neeco's ambition is to continue acting as a trusted partner for all stakeholders, providing sustainable services and solutions. We have established a list of core principles that we endorse and we will work together with our partners and suppliers to manage environmental risks, use resources more efficiently, and deliver better value to our clients. We are determined to continue to make positive steps towards integrating sustainable development into our business activities that will help make a positive difference for generations to come.

## NEECO PRINCIPLES

We believe innovation and action are the building blocks to achieve positive change in improving the environment and the individuals that live in it. Since the establishment of our company, we've incorporated innovative strategies and future-oriented initiatives in our decision making and we are not slowing down any time soon. Neeco's mission is to deliver our cutting-edge services and solutions with the intention of building a more ethical, environmentally friendly, and sustainable future. For us at Neeco, this can be achieved through the adherence to the set of commitments across four priority areas that are outlined below.



## ENVIRONMENT

Together with our suppliers and partners, we aim to decrease our climate impact by continuously improving our resource efficiency to move toward zero waste and reduce our environmental footprint. Neeco supports all initiatives to promote greater environmental responsibility while delivering high-standard solutions to our clients.

**Neeco's employees, suppliers, and partners should strive to:**

- Support a precautionary approach to environmental challenges.\*
- Encourage the development and diffusion of environmentally friendly technologies.\*
- Follow proper equipment and waste disposal protocols. Unused equipment, packaging, components, or any other piece of waste related to their occupation is properly disposed of in an environmentally friendly manner.
- Encourage the reuse, recycling, and refurbishment of End-of-Life (EoL) equipment whenever possible and practical, as to reduce unnecessary ewaste.
- Properly utilise recycling facilities for the relevant types of recyclable materials whenever available.

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\* As per the [United Nations Global Compact](#)

- Take into consideration energy consumption requirements when setting up and operating network hardware, and attempt to minimise the power consumption of network devices whenever practical and reasonable.
- Regularly examine installed hardware to ensure that it is still required and supporting active services. Idle hardware should be shut down or put into a low-power sleep mode to minimise its energy consumption whenever reasonable.
- Promptly decommission and remove unused equipment in their facilities, and to consider the decommissioning and removal of idle equipment, as to minimise unnecessary energy consumption.
- Limit the use of physical paper documentation and opt for digital alternatives whenever possible.
- Limit the use of ecologically harmful materials in performing their duties whenever possible.
- Minimise the use of excessive packaging whenever possible.
- Avoid using disposable tools and materials whenever a reusable alternative is available.
- Ensure that the vehicles used by their engineers to make site visits comply with the emissions standards of their respective countries. They should always try to minimise emissions by using more environmentally friendly vehicles, and/or alternative forms of transport whenever possible and practical.
- Provide training for their engineers to educate them as to how to uphold environmentally friendly practices throughout the performance of their duties.
- Adhere to the principles and guidelines outlined by the [United Nations Department of Social Affairs: Sustainable Development](#) division.



## WORKING STANDARDS

We realise the significance that our day-to-day operations have on the environment and we always take into account the entire life cycle of our services and solutions before implementing new policies. Neeco will continue to maintain a safe working environment for employees, suppliers, and partners by providing adequate training and resources to ensure compliance with our sustainability standards.

**Neeco's employees, suppliers, and partners should strive to:**

- Support and respect the protection of internationally proclaimed human rights.\*
- Make sure that they are not complicit in human rights abuses.\*
- Uphold the freedom of association and the effective recognition of the right to collective bargaining.\*
- Eliminate all forms of forced and compulsory labour; effectively abolish child labour.\*
- Eliminate discrimination with respect to employment and occupation.\*
- Create and maintain a safe working environment and employees.
- Prioritise the health and safety of employees through company policies and regulations.
- Eliminate risks to the health and safety of employees as soon as they are discovered.
- Provide training for the safe and proper usage of workplace equipment.
- Inform and train employees to respond to potentially dangerous or harmful situations that may arise in the workplace.
- Employees should always be paid fair and reasonable wages with regard to their respective localities.
- Adhere to legal provisions regarding maximum hours of work in the respective localities of our suppliers.
- Adhere to legal provisions regarding fair and proper dismissal in the respective localities of our suppliers.



## ETHICS

Our employees, suppliers, and partners will continue to endorse high standards of business and personal ethics and comply with the applicable laws/regulations in the countries they operate. Information provided in the course of any transaction should be true, fair, and never designed to mislead. We will also prioritise working against corruption in all its forms and protecting the data, privacy, and sensitive details of all individuals.

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\* As per the [United Nations Global Compact](#)



**Neeco's employees, suppliers, and partners should strive to:**

- Work against corruption in all its forms, including extortion and bribery.\*
- Never participate in any form of money laundering, and the internal structures of Neeco are constantly monitored and safeguarded against any such activities.
- Ensure the personal interests of employees are never in conflict with the company's business activities.
- Do everything in their power to protect the data, privacy, and sensitive details of employees and partners.



## COMPANY CULTURE & DIVERSITY

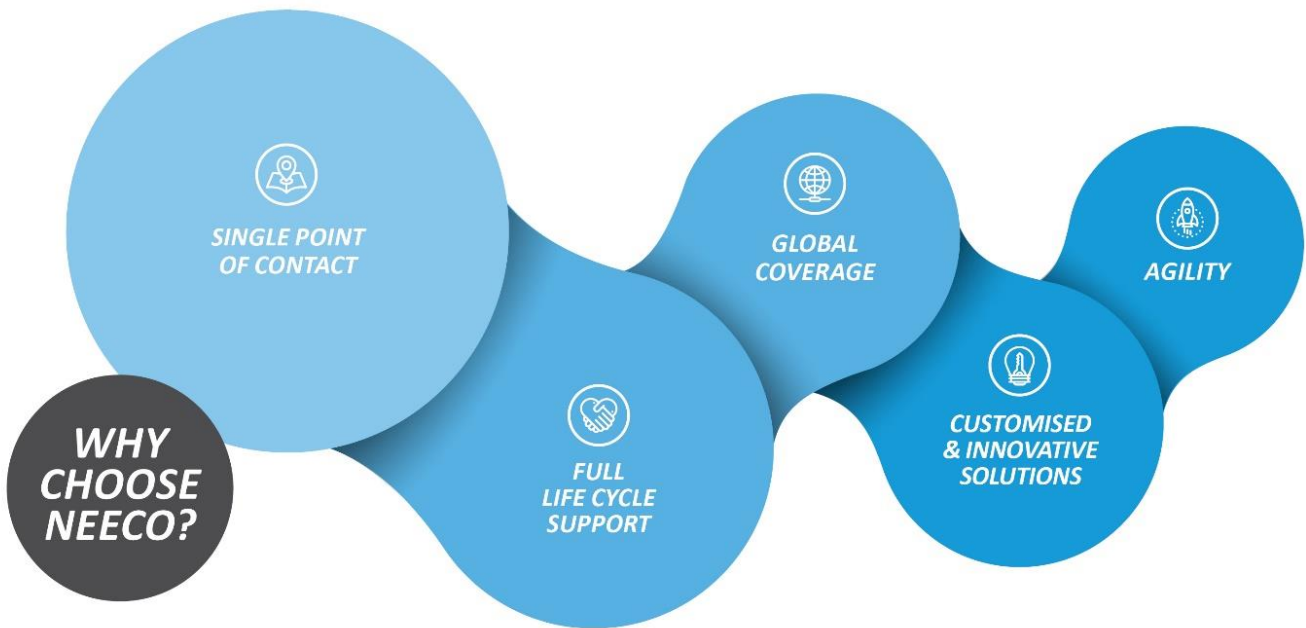
Neeco is committed to being respectful of employees through decent working conditions, the development of employees' skills, and maintaining an open and inclusive workplace for people of all backgrounds. Our corporate culture largely determines the way how we interact with our suppliers and partners and which principles we expect them to endorse.

**Neeco's employees, suppliers, and partners should strive to:**

- Create and maintain an open and inclusive workplace for people of all cultural backgrounds, ethnicities, genders, sexual orientations, religions, and political affiliations.
- Address discrimination or intolerance of any kind with appropriate remedial measures.
- Take swift action against sexual harassment and support gender equality within the workplace.
- Accommodate the needs of disabled employees and embrace their differences.
- Nurture and facilitate the personal and professional growth of employees through supplementary training courses, out-of-company education programs, and any other means that they might feel is enriching.

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\* As per the [United Nations Global Compact](#)



Neeco is a trusted partner and single point of contact for a diverse range of clients. We help organisations operating across multiple countries optimise their results with our consultancy services, innovative digital solutions, and agile procurement outsourcing. Our extensive experience allows us to deliver consistent, high-quality services, and full life cycle support for a wide variety of networking technologies.

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