



October 1st, 2019

Environmental Policy

Mondeca recognizes that it has a responsibility to the environment beyond legal and regulatory requirements. We are committed to reducing our environmental impact and improve our environmental performance as an integral part of our operating methods, with regular review points. We will encourage customers, suppliers and other stakeholders to do the same.

Responsibility

Mondeca's CEO and COO are responsible for ensuring that the environmental policy is defined, updated and implemented. The entire staff has a responsibility to ensure that the aims of the policy are met in their areas of activity.

Policy aims

We endeavor to:

- Comply with and exceed all relevant regulatory requirements.
- Continually improve and monitor environmental performance and impact.
- Incorporate environmental factors into business decisions.
- Increase employee awareness and training.

Paper

- We minimize the use of paper in the office and aim for paperless processes.
- We deliver our products in a digital form, without paper packaging.
- We buy recycled and recyclable paper products and recycle paper when possible.

Energy and water

- We reduce the amount of energy used as much as possible.
- Lights, heating and electrical equipment are to be switched off when not in use.



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Suppliers

- We evaluate if the need can be met in another way.
- We evaluate if renting/sharing is an option before purchasing equipment.
- We evaluate the environmental impact of any new products or service we require.
- We prefer environmentally friendly and efficient products wherever possible.
- We reuse and recycle everything we are able to.
- For our datacenter operations, we favor green data center suppliers.

Transportation

- We reduce the need to travel, restricting to necessity trips only.
- We promote the use of travel alternatives such as e-mail or video/phone conferencing.
- We accommodate the needs of those using public transport or bicycles.

Maintenance and cleaning

- Cleaning materials used will be as environmentally friendly as possible.
- Materials used in office refurbishment will be as environmentally friendly as possible.
- We properly dispose of waste.

Monitoring and improvement

- We comply with and exceed all relevant regulatory requirements.
- We continually improve and monitor environmental performance.
- We will continually improve and reduce environmental impacts.
- We incorporate environmental factors into business decisions.
- We review this policy and any related issues at our monthly management meetings.

Culture

- We involve staff in the implementation of this policy.
- We update this policy at least once annually in consultation with staff
- We use local labor and materials where available to reduce CO2 and help the community.