

SECOMEA - ESG POLICY

2022

Secomea is an IIoT communications company based in Denmark. We provide world-leading secure remote access systems for foolproof remote maintenance of industrial equipment.

Our ESG policy details how Secomea stays accountable to our partners, our employees, and the world at large.

● Environmental Responsibility:

Steps we're taking right now:

- Our products help manufacturers reach carbon neutrality. By reducing the need for technicians to travel to a worksite to diagnose on-site equipment failures, Secomea Remote access prevents non-essential flight hours for manpower and redundant shipping for spare parts.
- Secomea helps assure safe operations for critical machinery in environmentally sensitive industries, including water treatment works, steel mills, refrigeration systems, the natural gas industry, the pharmaceutical industry, the food, and beverage industry, and many more.
- We work in an insulated, modern office, with low energy losses.
- Our head office's east wing uses energy-efficient LED lighting.
- We minimize our use of plastics in packaging and business processes.
- We participate in bike-to-work campaigns, including 'Vi cykler til arbejder'.

The next steps:

- We are planning to use 100% renewable energy to power our head office.
- We will switch to 100% LED lighting across our offices shortly.
- We are exploring our options for hosting servers at green data centers.

● Social Safeguarding:

- Secomea is an international company. That isn't a buzzword – our employees come from all corners of the world, and our global offices regularly interact with one another. With offices in China, the USA, Japan, Britain and Denmark, our solutions always have a local touch.
- Diversity is our strength. In our Danish head office, over 35% of our employees are expatriates, dual-citizens, or first and second-generation immigrants. Secomea is committed to hiring the best talent available, without discrimination for origin, faith, age, or ethnicity. We believe our many perspectives make us competitive.
- Secomea is an LGBTQIA+ friendly corporation, not just in principle, but also in practice. Secomea has LGBTQIA+ employees in managerial positions.
- We do not conduct business with sanctioned nations, nor do we use our products for military applications.
- We guarantee that Secomea does not enable child labor or child exploitation in our business. We take steps to ensure our component suppliers live up to the same standards.
- Secomea adheres to federal and state laws and regulations, including laws regarding employer/employee rights and obligations. These includes the rights of freedom of association and collective bargaining. We strive to comply with the laws of supranational entities, such as the European Union.
- We do not use the data of our partners or employees for any undisclosed, illegal, or intrusive purpose. We do not sell the data of any pertinent party.
- Secomea has an extensive code-of-conduct detailing our social responsibilities.

The next steps:

- Secomea commits to diverse hiring practices. This extends to a diverse board, keeping our expertise flexible.
- We plan expand our Code of Conduct to our partners and suppliers.

Social Safeguarding:

Governance and Organization:

- Secomea adheres to the anticorruption laws and best practices in our nations of operation. We do not receive or give, payments, gifts, or indemnities to or from third parties and political bodies, and we never will.
- Secomea does not evasively tax plan. We pay our taxes in full in our nations of operation.
- Our CEO does not chair our board, nor will they do so.

The next steps:

- We are developing our compliance with the UN Global Impact initiative, conforming our ESG practices to leading international standards.