

sec^omeda

ESG POLICY

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 flights and redundant shipping.
- 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 from an insulated, modern office. Our energy losses are minimal due to our use of 100% renewable electricity.
- Our head office's uses energy-efficient LED lighting.
- We minimize our use of plastics in packaging and business processes.
- We consistently recycle plastic waste, from both our offices and our production line.
- Secomea encourages sustainable transportation. We are establishing charging stations for electric vehicles outside our offices.
- We participate in bike-to-work campaigns, including 'Vi cykler til arbejde'.

The next steps:

- We are taking actions to minimize our electricity consumption even further. For example, we will install automatic on-off lighting in each of our offices.
- We will switch to 100% LED lighting across our offices shortly.

● 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 these standards.
- Secomea adheres to federal and state laws and regulations, including laws regarding employer/employee rights and obligations. These includes the rights to 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 to expand our Code of Conduct to our partners and suppliers.

Governance and Organization:

Steps we're taking right now:

- Secomea adheres to the anticorruption laws and best practices in our nations of operation. We do not give or receive, payments, gifts, or indemnities 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.

The next steps:

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