

Mascot Environmental Policy

Scope of policy

The purpose of this policy is to have clear and uniform standards for protecting our environment while carrying out our business. This policy applies to all employees within the Mascot Group (Mascot), which includes the subsidiaries in Norway, Estonia and China.

Objective

Mascot's objective is to have minimum impact on our environment while carrying out our business activities.

Policy

Our commitment to the environment extends to our customers, suppliers, staff and the community in which we operate. We are committed to:

- Continually improve by striving to measure our environmental impacts and by setting goals to reduce these impacts each year.
- Complying with all applicable standards and regulations. This includes local regulations for handling hazardous waste within our facilities, as well as international standards and regulations such as RoHS and REACH to eliminate toxic materials from our products.
 - The RoHS Directive – Reduction of Hazardous Substances effectively prohibits the use of lead, mercury, cadmium, hexavalent chromium, polybrominated biphenyls (PBBs), polybrominated diphenyl ethers (PBDEs) and polybrominated biphenyl oxides (PBDOs) in all electrical and electronic equipment. A declaration of conformity stating our RoHS compliance in addition to our other compliance requirements may be found on our website www.mascot.no under downloads.
 - REACH – Registration, Evaluation and Authorization of Chemicals addresses the production and use of chemical substances, and their potential impacts on both human health and the environment.
 - WEEE – Waste Electrical and Electronic Equipment Directive is a European directive that imposes responsibilities for the disposal of electronic waste and recovery and recycling of electronic equipment on the manufacturer.
- Employ management systems and procedures throughout our operations to specifically minimize the use of hazardous materials by working closely with our suppliers, reduce the amount of energy required for our products through innovative designs, generate less waste by monitoring material usage, and promote recycling of materials in our packaging and processes.
- Design and manufacture products and tools that promote energy savings. For example, our highly efficient desktop power supplies and battery chargers reduce operating costs and help meet green building requirements.
- Continually review opportunities on how to improve our environmental performance by establishing new targets and by evaluating our progress.
- Communicate our environmental policy to all our employees and to our partners, encouraging them to adopt effective environmental management practices.

Policy approved by the Mascot Board of Directors 2019-04-08