

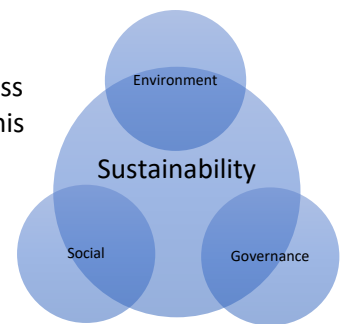
Jotron - committed to sustainability

As an independent, privately owned company, Jotron has a clear vision for a more sustainable future which guides our business strategy. This autonomy, combined with our agility, allow us to quickly adapt the business activities to meet these important ecological goals; from reducing our carbon footprint across our operations, to developing long-term trusted partnerships with like-minded companies.

Sustainability is part of our Culture

Supported by our core principles, Jotron's approach to sustainability is shared across three main focused priorities, Environmental, Social and Corporate Governance. This can be further summarised as:

- Minimize the impact we make on the environment
- Positive social impact on the local society
- Apply high ethical standards in all we do



Jotron's CEO, Merete Berdal, is leading the way in our commitment to sustainability.

"Jotron understands this is a global problem, climate change requires a concerted and vigorous universal effort to reduce Green-house Gas (GHG) emissions. However, emissions are caused by actions and processes at local level, therefore it is vital to build on our policy of sustainability and continue to adapt to a changing climate. Jotron is committed to actively take our part in the urgent and necessary changes needed to safeguard the well-being of future generations, as well as the sustainability of our business".

Environmental aspects

We are dedicated to making considered, ecologically sound use of natural resources and minimising the environmental footprint of our operations wherever possible.

Environmental responsibility at Jotron encompasses the entire product life cycle, from design and development through to end-of-life disposal.

Jotron achieve this by:

- **Sustainable Design** - avoiding the use of harmful substances and actively choosing materials and manufacturing process that lower the products impact on the environment.
- **Energy Efficiency** – Jotron products are sustainably designed to help reduce energy consumption, minimise waste and avoid harmful substances. Costing less to operate and conserving resources.
- **Recyclable packaging** – Jotron uses sustainable materials for transport and storage packaging that can be reused and eventually recycled, lowering both the environmental impact and cost. This policy supports our intent to reduce single use plastic usage.
- **Reliability over a longer life** – Jotron product are designed on a future proofed platform which is designed to be flexible for both end-user's current requirement as well as accommodating future technological advances. This offers an evergreen extended life which is both economical and sustainable.
- **Ecological Manufacturing** – Jotron benefits from our in-house manufacturing, from the assembly of PCBs to complete build of communications equipment racks, dramatically reducing the wasteful transportation of components and materials. Cutting waste is at the core of our ecological model.

- **Supply Chain Sustainability** - Work together with suppliers who support our ethical, social, and ecological standards ensures that the entire ecosystem is aligned toward sustainable practices.
- **Environmental Awareness** - Maintaining the competence of our employees by continuous training and developing them to be responsible for a safe environment through their actions. Ensuring that the environmental management system is effectively maintained in accordance with ISO 14001:2015 requirements.

Commitment to a sustainable future

Moving our global head office from two older premises to a state-of-the-art Headquarters ([opened during 2022](#)) at Ringdalskogen in Norway has enabled that commitment to become a reality. This HQ was commissioned with sustainability and environmental concerns at the forefront of the design from the very outset. Some of the key features included were:

- Integral solar panels to reduce external electricity consumption (one of the largest solar plants in the region).
- All electricity use is now based upon renewable energy.
- High focus on environmentally friendly materials in the whole construction of the building
- Wooden fixtures and fittings, procured from sustainable sources.
- Recyclable [Foiltech](#) ETFE foil roof in the atrium, letting in optimal daylight in combination with an extremely high insulation degree.
- Low energy hybrid ventilation from Ground source heat recovery pumps provides heat during the winter and supplements natural ventilation and cooling during summer.
- 50 EV Charging Points for staff and visitors.
- Use of [Electric Company vehicles](#) enabled by the new infrastructure.
- Electricity supply of 100% renewable energy with Green Energy Certificates (VENI Energy)

The design and performance of Jotron's office is currently being evaluated by BREEAM, the world's leading science-based validation and certification systems for sustainable built environments. This assessment recognises certain factors, such as – sustainability of materials used in construction; energy efficiency; water usage; accessibility and location; alongside, health and wellbeing for occupants as well as end users.

Near-term science-based targets

Jotron is committed to reducing our absolute Scope 1 & 2 non-traded GHG emissions by 50% by 2030, from a baseline of 2018. Furthermore, we will measure and reduce our Scope 3 GHG activities, in line with the SBTi 1.5°C pathway.

our journey towards Net Zero

We know the route to 'Net Zero' is a challenging one, but as we continue our own decarbonisation journey with the support of our entire supply chain, both downstream as well as upstream, we anticipate that our mission will gain momentum and will help accelerate the move to a decarbonised future.

As part of our carbon reduction plans, we will continue to measure, monitor, and communicate to all interested parties. We aim to reach net-zero CO₂ emissions by 2050 and neutralise any unabated emissions after the long-term science-based target is achieved.

Social aspects

Jotron's ability to thrive is dependent on applying high ethical standards as the foundation for a trust-based and binding relationship with society and the company's stakeholders (management, employees,

customers and suppliers). Jotron believes that corporate ethics are more than simply avoiding contravention with the law. These values are fundamentally about how we behave towards one another and lead us to be a good corporate citizen.

We respect all human rights and have implemented and enforced effective systems and controls to ensure that there is no modern slavery or human trafficking within our supply chains, or in any part of our business.

The company works purposefully to promote equality, diversity and prevent discrimination, both within our organisation and the companies in our supply chain. This is further enforced through our supplier Code of Conduct, which all suppliers must pledge.

Governance aspects

As a responsible corporate citizen, Jotron is committed to ensuring that our global operations are performed ethically and with integrity, devoid of any elements of corruption or other questionable business practices.

To help us achieve our objectives, we require all Jotron suppliers to adhere to similar standards as those we set ourselves. Just as we do, our suppliers are expected to support the UN's Universal Declaration of Human rights and ensure that they are not complicit in human rights abuse. Moreover, we expect Jotron suppliers to replicate these standards further down their own supply chain. Regular audits are conducted by us to ensure conformance with this policy.

Through our ISO 27001:2017 accredited Information Security Management System (ISMS) we proudly ensure that we respect intellectual property rights, safeguard our valued customers information, and diligently protect any personal details held by us (including compliance with global legislation, such as GDPR within the UK).

In addition to our sustainability targets, we are in full compliance with environmental laws, directives, and standards such as RoHS, REACH, WEEE and ISO 14001.