



**ENGINEERING
OUR FUTURE**

Environmental Sustainability Commitments

Environmental Sustainability

Thinking globally, acting locally

Climate change is one of the most significant risks to our world so at Teconnex we are committed to working in a responsible manner to reduce our impact on the climate, conserving natural resources and responsibly managing environmental risks.

Our environmental policy defines the principles and goals of Teconnex and focuses on our activities to support environment protection

and workplace safety. Its purpose is to ensure environmentally sound and sustainable development of the company in the short and long term, minimizing negative impacts on the environment.

We are committed to driving down our energy and carbon impacts. As an example, our environmental footprint strategy seeks to identify where we can address greenhouse gas (GHG) emissions by energy

reduction and waste reduction across our group, as we strive to continually strengthen our environmental practices.

We are setting science-based emission-reduction targets for direct emissions and indirect emissions from purchased energy (Scope 1 & 2 emissions), and by adopting ISO 14001 at all our subsidiaries.



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Social Commitments

Join

Together we Achieve Greatness

We are committed to creating a diverse and inclusive place to work by maintaining and improving global people policies to avoid any potential human rights violations in our workplaces. We are committed to protecting and preserving the rights of our employees, we believe that all employment should be freely chosen and commit to refraining from any form of forced or involuntary labour; we are opposed to the use of any form of child labour.

We give full and fair consideration to all applications for employment. We are committed to encouraging young people into early career development programmes and improving the pipeline of women into engineering and technology.

Learn

Enhancing skills and building fututers

We continue to develop our employee base, ensuring we have the right skills for our business today and the right capabilities for the future. We encourage our employees to improve their knowledge and enhance their careers by providing them with meaningful training and development, creating high performance culture. Our managers have an important part to play in engaging their teams and we support their development to ensure they have the management and leadership skills they need.

Grow

Cultivating Excellence, Shaping Leaders

Embedding a simpler global organisation structure to introduce greater performance enablement helps our people achieve their potential every day, supporting our commitment to growing our talent and promoting within. Developing key organizational, leadership, technical and functional capabilities for future performance and growth.

Belong

Unite, Thrive, and Succeed

We continue to incorporate diversity and inclusion into everything we do, diversity is critical to achieving a high-performance culture and is a key enabler of innovation. We seek to embed diversity and inclusion in our employee recruitment, training, development, and communications. An engaged and empowered workforce is critical to our success, we encourage collaboration and use a variety of channels to communicate with our employees, we measure our employee engagement through our Employee Survey.

We engage openly with our people and are committed to creating a working environment where we have regular dialogue with our people, and with their representatives, where relevant, in line with local practice and frameworks. This helps to build strong relationships and a common understanding of business priorities and our customers' needs. We work with established employee and representative bodies, including the European Works Council and local forums.



Governance Commitments

Our products, services and business behaviors are supported by robust corporate governance, a strong corporate culture, solid ethical practices, and the company value of 'do the right thing'. With developed systems, policies, ethics, and culture in place we believe we effectively manage our environmental and social impacts as well as upholding an ethical position in the marketplace.

This is a philosophy that includes our global manufacturing subsidiaries, sales agents, and associated businesses. Our parent company Hexadex group guidelines are cascaded across all our sites and activities.

This creates value for all of our stakeholders which are at the heart of all that we do. We maintain compliant and ethical practices in line with regulations, local law(s) and best practice and provide robust training programmes for all our team members routinely as appropriate, globally.

Our systems and processes capture changes in legislation where we adopt and adapt the internal systems and processes to ensure continued robustness of our practices.



Teconnex

WORLD LEADER
IN JOINTING TECHNOLOGIES

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