



Environmental Policy

Ce-Tec A/S is committed to show responsibility for the environment and acknowledges that focusing on sustainable solutions is an advantage for all parties. By involving employees and using resources to enforcing sustainable solutions, the company believes that a number of benefits are achieved:

- Cost reduction by reducing energy and water consumption.
- Reduction of environmental impact.
- Reduction of waste.
- Efficiency and quality optimization of the respective processes and the final service product.
- Optimization of competitiveness.

Furthermore, Ce-Tec A/S is convinced that effective environmental actions will provide us with positive responses and prepare us for the following:

- Meeting the social and environmental standards of our costumers and business partners and meet their expectations.
- Acquiring the respect of investors and the local community.
- Being in front of environmental legislation and work conditions.
- Being attractive in the eyes of potential new employees.

Waste and recycling management

- Appropriate management of waste according to the local authority, which also includes management of renewable and environmentally-hazardous materials (batteries, print cartridges, etc.).
- Establishment of in-house recycling spots adjusted to current and relevant types of waste.
- Further information is to find at "Waste sorting and waste disposal"

Energy consumption

- Implementation of energy-saving technology (computer monitors, desktops, lamps, kitchen appliances, etc.).
- LED lighting technology to reduce energy consumption.
- Reduction of paper practice by introducing electronic documentation.
- All employees in office share the same printers to reduce the consumption of power, toner, paper etc.
- By the use of timers, Ce-Tec A/S strives to keep power consumption to a minimum.
- Inform employees about appropriate behavior in relation to resource consumption (electricity, heat and water).

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Transparency and continuous updating of environmental policy

It means a lot to Ce-Tec A/S that our environmental policy is clearly communicated to all employees and other stakeholders. We manage this by informing employees and referring to relevant documents on our intranet. On our website, our environmental standpoints can be found under the *Code of Conduct* in which policies concerning working conditions and ethics can also be accessed. Significant data are continuously collected and evaluated and are included in the annual management review.

In addition, Ce-Tec A/S will continuously monitor developments and continuously invest in sustainable solutions in our effort to improve the environmental performance.

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