



CUBRO
NETWORK VISIBILITY



POLICY ON ENVIRONMENTAL SUSTAINABILITY

2024

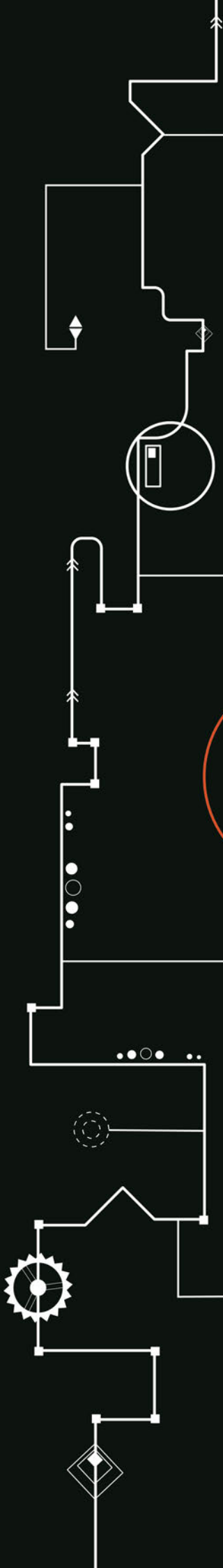


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Introduction

We believe in contributing towards a future where technology creates a better world for everyone. Reducing the environmental impact in both manufacturing and services is a priority for Cubro. We are committed to improving the environmental performance as a technology company by adapting sustainable practices and therefore we have set long term goals to address the environmentally significant impacts from our products and business operations.

We are extremely proud of our heritage as an Austrian based company. Austria has been a pioneer for the preservation and sustainability of the natural environment ever since the 19th century when it established the first University of Natural Resources and Life Sciences in Vienna in 1872. Austria has a leading international position in fields such as clean energy technologies, water management and waste management as well as eco-efficient construction and exhibits a dynamic development. As a company with its roots in Austria, we are determined to play our role in being socially responsible. As a first step towards achieving this, we are transforming our company culture and implementing sustainable business practices to reduce environmental impact.

Cubro has been awarded ISO 9001:2015 and ISO 14001:2015 certifications which demonstrates our commitment to continually improving the processes, products and services.

	
<p>Cubro is certified with ISO 9001 for Quality management according to international standards.</p>	<p>Cubro is certified with ISO 14001 for managing the efforts to protect our environment.</p>

Our primary goals to contribute towards a cleaner environment include:

1. Operating our business to reduce impact on environment by minimizing energy and preventing pollution
2. Responsibly using the energy during our manufacturing process and in our office environment
3. Managing the life cycle of our products, solutions, and services in an environmentally responsible manner
4. Maintaining full compliance with environment laws and regulation
5. Continuously work towards reducing usage of water
6. Reducing waste by encouraging less use of paper, printing smarter, using the recycling bin, etc

Areas of focus

Energy reduction



Cubro makes all efforts to reduce energy consumption in its processes of manufacturing, supplying and at its offices worldwide. Cubro products are in use for several years and therefore it is sometimes not possible to measure the exact impact of the products in terms of energy consumption. However, through our continuous innovation, we try to manufacture products which meet the industry standard and consume lowest possible energy.

We also participate in educating our customer of the best option to optimize the network which includes minimizing tools and improving performance. Our solutions aim to minimize hardware requirement and as a result low power consumption while providing a better network infrastructure.

Some of our efforts include:



1. Choosing a green energy supplier which has strong credentials of supplying 100% renewable energy
2. Practicing smart approaches to utilization and power management in our lab
3. Giving customer the option of some accessories which they might require along with the products, however, have the ability to opt out if case they do not need (SFPs, cable cords, etc)
4. Using recyclable packaging
5. Naturally lit office space which reduces the use of energy consumption
6. Regularly monitoring our annual utility budget
7. Engaging employees to participate in resource conservation
8. Turning off all lights and equipment when they do not need to be operating
9. Using energy efficient office equipment and power saving functions where they will be most effective.

Water Conservation



Cubro has integrated water sustainability into its long term business model. The growing global population and environmental pollution are continually straining the availability of water. The world is running out of water and we believe that every business plays a vital role in developing water initiatives that can ease the stress on environment. Saving water has become a necessity and at Cubro we take initiatives to reduce the usage of water.

In Austria, water is mainly protected under the Water Act which prohibits endangering water bodies and contaminating soil and groundwater.

Some of the practices we have for water conservation include:

1. Monitoring water use
2. Routinely checking water pipes and leakages
3. Enforcing water use practices
4. Educational programs about water
5. Continuously improve based on yearly audits



Waste management



As part of our commitment to protect human health and environment, we make sure to ethically dispose the waste and have an environmentally sound waste management system. Since we are headquartered in Austria, we follow the principals of Viennese waste management which are waste prevention, waste separation and waste utilization.

Our practices include:

1. Reducing the amount of plastic waste
2. Using recycle bins at workplace
3. Strictly following the waste management legislation
4. Reducing waste in our offices globally and in particular hazardous waste



Resource efficiency



Cubro strives to manage energy and resources in a way that we can maximise its value and output while minimizing its environmental impact. We believe that by achieving greater productivity from resources will reduce costs and the environmental impact associated with the extraction, use and disposal of materials. As a result, this will contribute to improving productivity, reducing costs and increasing the competitiveness of our business.

Our efforts to be resource efficient include:

1. Storing supplies only what we need. By streamlining the inventory, we ensure we use our resources cautiously.
2. Keeping our storage area uncluttered and neat
3. Ensuring all the production material is stored safely and separately. Employee safety and health is of utmost importance at Cubro.
4. Encouraging staff not to print documents unless absolutely necessary
5. Not using plastic cups or bottles in the office
6. Brainstorming with the team to develop a list of improvement options for eliminating or reducing wastage.



Our Initiative

Educating Office Staff



Cubro engages its staff to be aware of the environment friendly practices and collaborate in achieving our goals. The environment policy is shared with all the employees to educate themselves and be aware of our environment initiatives. We strongly believe that we can reach our goals only if all our staff members participate. We want to inspire our staff to be 'green ambassadors' and make the workplace more energy and resource efficient.

We constantly inform the employees about the benefits of using resources more efficiently. There are internal training programs which are used to communicate the changes in practice.

Socially Responsible Supply Chain



Cubro maintains high standard in its entire manufacturing and delivery process. We ensure that our global supply chain also maintains the same level of standard to ensure that we deliver our customer a reliable and sustainable product. The life cycle of our products is extremely high and the products which we manufactured over a decade ago are still being used by the end customer.

We believe we have a responsibility towards our customer and all external stakeholders. Therefore, we ensure to minimize risk and offer a highest quality product. We are able to do this by collaborating with our supply chain to identify and mitigate any environmental risk and worker health. For more details refer to our [Procurement Policy](#).

Conclusion

Cubro is headquartered in a city which is ranked on top for its quality of life. Austria has always been a front runner in environment protection and sustainability. Our customers have high expectations from us and as a company, we have always focused on quality and life cycle of our product through sustainable manufacturing.

Cubro's decision to be environmentally conscious is an important business decision. We want to pursue sustainability in all that we do throughout our global presence. ISO 14001:2015 certification enhances our credibility worldwide among our customers because it emphasizes that we have adopted highest standards of quality and environmentally responsible practices in our business processes.

