

# Corporate Social Responsibility

White Paper



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### 1. Corporate Social Responsibility - An Introduction

Corporate Social Responsibility (CSR) is all about business ethics and being responsible for each other, the society and the environment. More and more customers are demanding that companies change the way they do business, become more transparent and take an active role in addressing social, cultural and environmental issues. This attitude towards CSR most certainly also applies to AimValley's global customer base.

### 2. Corporate Social Responsibility – At AimValley

AimValley is well aware of the potential impact its decisions and activities may have. Our CSR policy is focused on those areas where our influence is noticeably the highest. Our CSR policy is an integral part of our overall business management system.

- Our social performance is mainly directed to our employees to provide a safe and healthy workplace. This is underlined by our commitment to the [Universal Declaration of Human Rights](#) as proclaimed by the United Nations.
- Our main contribution to the society is to provide training positions and educational facilities for students and graduates.
- Our effort to limit the impact of our operations on the environment is driven by our environmental management system in accordance with ISO 140001.
- Our ethical and integrity principles are laid down in the AimValley Code of Conduct (see paragraph 4.5).
- The AimValley Code of Conduct is based on the [RBA Code of Conduct](#) related to labor and business ethics, health & safety and environment.
- Our policy with regard to the use of Conflict Minerals has been published on our website and in our general purchasing conditions (see paragraph 4.3).
- Our partners and main suppliers are required to adopt the same norms and standards on sustainability as we supply to our own business.

AimValley uses EcoVadis services since 2013, to evaluate and improve our CSR performance.

### 3. EcoVadis Business Sustainability Ratings

[EcoVadis](#) was founded in 2007 in Paris, France. It operates an evidence-based online platform, providing supplier sustainability ratings and allows companies to assess the Environmental Social Governance (ESG) performance of their global suppliers.

It has over 600 employees and has created a global network of more than 65,000 rated companies.

Other companies that supply similar services are, f.i. [Navex Global](#), [Cottrill Research](#) and [CSRHub](#).

### 3.1 EcoVadis Methodology

The objective of the EcoVadis methodology is to measure the quality of a company's sustainability management system through its policies, actions and results.

It is a set of assessments focused on 21 sustainability criteria that are grouped into four themes:

- Environment
- Human Rights
- Ethics
- Sustainable Procurement

These criteria are based on international sustainability standards such as the Ten Principles of the UN Global Compact, the International Labor Organization (ILO) conventions, The Global Reporting Initiative (GRI) standards, the ISO 26000 standard, the [CERES](#) Roadmap and the UN Guiding Principles on Business and Human Rights, also known as the Ruggie Framework.

Only the criteria that are relevant to a company's size, industry and location are taken into account.

### 3.2 AimValley EcoVadis Platinum Status

AimValley achieved EcoVadis Gold status in 2019 and subsequently after improving our Energy Consumption, was elevated to Platinum Status in 2020.



### 3.3 EcoVadis Scorecards

<a href="#">Gold 2018</a>	<a href="#">Gold 2019</a>	<a href="#">Platinum 2020</a>
2021	2022	2023





### 5. AimValley's Business Policies

As part of the AimValley Code of Conduct and quality management system, we have incorporated several policies to underpin AimValley's Corporate Social Responsibility;

#### 5.1 Quality Policy

AimValley supplies carrier class networking solutions that enable network operators to deliver services with optimized quality of experience and high quality design services that enable our customers to cost effectively support their businesses. We are committed to establish, maintain and improve a quality & environmental management system that is compliant with international standards and we have earned the ISO9001 and ISO140001 certificates.

To this extent, we will:

- strive to exceed customer requirements and expectations
- invest in highly skilled personnel and continuously improve and innovate our processes, services and products
- maintain and secure relevant knowledge to ensure continuity
- provide a safe and healthy workplace for our employees
- be a socially responsible employer, respecting the Universal Declaration of Human Rights
- comply with applicable laws and regulations
- strive for continuity and to fulfill financial and contractual commitments

#### 5.2 Environmental Policy

AimValley recognizes its responsibility for the environment and the impact our operations, decisions and activities may have on the global community, natural resources and public health & safety. Our environmental policy is to develop Eco sustainable solutions and technologies for our customers. We follow and, where feasible, anticipate on initiatives and legislation to reduce and prevent the burden of our activities on the environment. Our products are specifically designed to meet the following European Union Regulations;

- Restriction of Hazardous Substances (RoHS)
- Registration, Evaluation, Authorization and restriction of Chemicals (REACH)
- Waste of Electrical and Electronic Equipment (WEEE)

We continuously monitor updates and publications of similar national and international standards.

AimValley maintains an environmental management system conform the guidelines of standard ISO14001 and required certification.

### 5.3 Conflict Minerals

AimValley supports supply chain activities to prohibit the use of cassiterite (tin ore), wolframite (tungsten ore), coltan (tantalum ore), gold and cobalt, or their derivatives, whose extraction or trade supports conflict in the Democratic Republic of Congo or adjoining countries, and/or contributes to inhumane treatment, including human trafficking, slavery, forced labor, child labor, torture and war crimes in the region. Our efforts are not intended at banning procurement of minerals from the DRC and adjoining countries altogether, but to assure sourcing from responsible sources in the region. See also the Responsible Alliance Code of Conduct.

As OEM supplier to several globally active companies, AimValley is closely monitoring the status of conflict minerals with the full intent of supporting our customers, to the extent possible, with their policy regarding conflict minerals. We ask our suppliers to cooperate with us in our efforts to assure procurement of non-conflict minerals, see paragraph 4.5.



AimValley does not purchase these metals directly from any smelter or mines, so we must rely on source information that our suppliers provide. AimValley's manufacturing operations are carried out by several subcontract manufacturing partners. We have actively communicated our policy on conflict minerals to all of our manufacturing partners and have incorporated a process to obtain written assurances and/or certifications that their metal suppliers do not purchase any metals or minerals mined from the DRC. AimValley will continue to address conflict minerals sourcing with its manufacturing partners as additional information becomes available.

If AimValley becomes aware of a supplier whose supply chain includes metals from a conflict source, AimValley will take the appropriate actions to remedy the situation in a timely manner, including reassessment of supplier relationships. AimValley expects our suppliers to take similar measures with their suppliers to ensure alignment throughout the supply chain.

#### 5.3.1 CMRT & CRT Meeting

AimValley uses the Conflict Minerals Reporting Template (CMRT) process to validate that AimValley processes comply with the latest CMRT standards and developments regarding the processing of Tin, Tungsten, Tantalum and Gold. The CMRT is a standardized reporting process developed by the Responsible Minerals Initiative ([RMI](#)) to facilitate the transfer of information through the supply chain. Since 2020 we have also introduced the Cobalt Reporting Template (CRT).



### 5.4 Climate Change

Climate change is an important issue to AimValley.

- We agree with the scientific community's opinion that human activity contributes to climate change and back the global intention to limit climate change to 2°C or less.
- We support mitigation activities to reduce climate change. We believe that adaptation to cope with changes in the climate is also necessary.
- We are committed to reducing the impact our activities have on climate change through proactive measures including; understanding our environmental footprint and setting and striving to meet our environmental impact reduction targets.

### 5.5 Suppliers

AimValley relies on its suppliers to support our development and manufacturing operations with timely provision of material and services with quality and good workmanship in compliance with agreed conditions in purchase contracts and/or frame agreements. It is AimValley's policy to comply with all applicable laws and regulations of countries and regions in which we operate and AimValley has the same expectations of its suppliers.

In addition and beyond legal compliance, as a responsible global citizen, AimValley is committed to conduct its business activities in an honest and ethical manner. The AimValley Supplier Code of Conduct declares that we expect our suppliers to uphold the same commitment and policies on social responsibility as we do.

### The AimValley Supplier Code of Conduct

AimValley wants to do business with companies that are similarly committed to health and safety, human rights, environmental and social responsibility, ethics and legal compliance. The AimValley Supplier Code of Conduct is published to make our suppliers aware of our intentions, expectations and requirements on social, ethical and environmental practices. Evidence of non-compliance to the Supplier Code of Conduct will result in corrective action requests. If a supplier refuses or is unable to correct non-compliance to our satisfaction we will terminate the relationship.

## 6. Further information

Our CSR policy is an integral part of our overall business management system. Our management system is subject to regular reviews and updates. For more information on how we use EcoVadis services to evaluate and improve our CSR performance, contact our sales teams.

For further information contact [sales@aimvalley.com](mailto:sales@aimvalley.com)



### 7. Abbreviations & Acronyms

Term	Clarification
CMRT	<a href="#">Conflict Minerals Reporting Template</a>
CRT	<a href="#">Cobalt Reporting Template</a>
CSR	Corporate Social Responsibility
DCR	Democratic Republic of Congo
ESG	Environmental Social Governance
GRI	Global Reporting Initiative
ILO	International Labor Organization
OEM	Original Equipment Manufacturer
RBACC	<a href="#">Responsible Business Alliance Code of Conduct</a>
REACH	Registration, Evaluation, Authorization and Restriction of Chemicals
RMI	<a href="#">Responsible Minerals Initiative</a>
RoHS	Restriction of Hazardous Substances
Supplier	Any company , corporation or other entity that sells, or seeks to sell goods and services to AimValley B.V. including the supplier's employees, agents and other representatives.
WEEE	Waste of Electrical and Electronic Equipment