



December 2024

Cardo Systems Ltd. – Compliance Policy

At Cardo Systems Ltd. ("Cardo"), we are committed to ensuring our business practices align with all applicable laws and regulations while upholding the highest standards of integrity, environmental responsibility, and product safety.

This policy applies to all operations, including design, manufacturing, supply chain, distribution, and end-of-life product management and includes:

1. Environmental Compliance

- Complying with all applicable environmental regulations and standards.
- Minimizing energy consumption, waste generation, and carbon emissions, while promoting the use of sustainable materials and responsible sourcing.

2. Product Safety

- Ensuring all products meet or exceed international safety standards and any industry-specific certifications.
- Designing products with consumer safety in mind, addressing all foreseeable use and misuse scenarios.
- Conducting rigorous testing and quality assurance to prevent safety hazards.

3. Responsible Disposal and Recycling of Electronic Waste

- Commit to the responsible disposal and recycling of electronic waste.
- Partnering with certified recycling and disposal organizations to ensure that electronic waste is handled responsibly.

All employees, suppliers, and contractors are required to:

- Understand and adhere to the applicable legal and regulatory requirements in their area of responsibility.
- Report on any observed or potential non-compliance immediately.
- Address non-compliance issues proactively

Cardo will:

- Ensure that all materials, components, and finished products meet or exceed legal requirements.
- Conduct regular audits and training sessions to raise awareness of compliance standards.
- Monitor changes in regulations and standards to remain proactive in compliance efforts.

Adrian Farja

VP Operations & Engineering

Cardo Systems, Ltd.