

Cardo Systems Ltd. – Sustainable Procurement Policy

Cardo recognizes the importance of sustainable procurement practices in achieving our environmental, social, and ethical objectives. This policy outlines our commitment to integrating sustainability principles into our procurement processes and decisions.

At Cardo, we are committed to conducting our procurement activities in a manner that promotes environmental stewardship, social responsibility, and ethical business practices. We recognize that our purchasing decisions have a significant impact on the environment, society, and economy, and we are dedicated to minimizing any negative effects while maximizing positive contributions.

Principles

Environmental Responsibility

- ✓ We prioritize the procurement of goods and services that have minimal environmental impact throughout their lifecycle, from production to disposal.
- ✓ We seek to reduce resource consumption, minimize waste generation, and promote the use of renewable and recyclable materials wherever possible.
- ✓ We encourage suppliers to adopt environmentally sustainable practices and to provide products and services that meet recognized environmental standards.

Social Responsibility

- ✓ We are committed to upholding human rights, labor rights, and fair labor practices throughout our supply chain.

- ✓ We strive to work with suppliers who demonstrate a commitment to fair treatment of workers, including safe working conditions, fair wages, and freedom from discrimination and harassment.
- ✓ We support initiatives that promote diversity, equity, and inclusion within our supply chain and seek to partner with suppliers who share these values.

Ethical Business Practices

- ✓ We conduct our procurement activities with integrity, honesty, and transparency.
- ✓ We expect our suppliers to adhere to ethical business practices, including compliance with laws and regulations, anti-corruption measures, and responsible governance.
- ✓ We avoid engaging with suppliers involved in unethical practices such as bribery, corruption, or human rights violations.

Implementation

Procurement Processes

- ✓ We integrate sustainability criteria into our procurement processes, including supplier selection, evaluation, and contract management.
- ✓ We provide training and support to procurement staff to ensure they understand and adhere to sustainable procurement principles.

Supplier Engagement

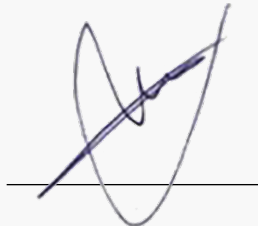
- ✓ We collaborate with our suppliers to identify opportunities for improvement and innovation in sustainability practices.
- ✓ We work with suppliers to establish clear expectations regarding environmental, social, and ethical performance, and we monitor compliance through regular assessments.

Continuous Improvement

- ✓ We regularly review and update our sustainable procurement practices to reflect changes in technology, legislation, and stakeholder expectations.
- ✓ We set targets and objectives to measure our progress toward sustainability goals and strive for continuous improvement in our procurement practices.

All employees involved in procurement activities are expected to comply with this policy and to uphold its principles in their day-to-day work. Non-compliance with this policy may result in disciplinary action, up to and including termination of employment.

This Sustainable Procurement Policy will be reviewed periodically to ensure its effectiveness and relevance to Cardo's sustainability objectives. Any necessary revisions will be made in consultation with relevant stakeholders.



Adrian Farja

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Cardo Systems, Ltd.