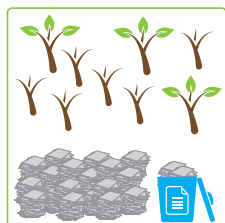


On a daily basis, Telenco's staff and management commit to:



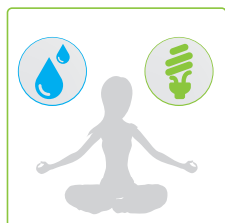
"Sort and recycle"

- Recycle cardboards, packaging, paper, wood, metals, cans, coffee pads and organic waste during work hours. But also during break time at work
- Throw anchor cartridges, batteries, light bulbs and hardware by respecting WEEE regulations in force
- Manage the recycling of dangerous products used for the manufacturing of our products



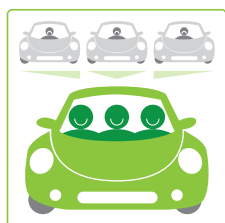
"Consume with moderation"

- Use the verso of the error printed paper as draft copy
- Developing computer archiving
- Give priority to B&W and double-sided printing
- Limit the use of single-use items



"Energy consumption controlling"

- Turn off the light when leaving the office or the common parts of the building
- Systematically turn off the desktop and the printing machines...
- Turn off the tap after using it
- Finding the best cold/hot balance during summer and winter time
- Using eco-responsible technologies as much as possible for the installation and the renovation of our premises



"Alternative mobility"

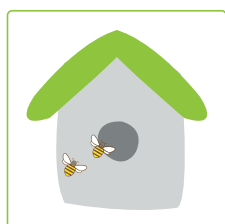
(Cutting-off transport-related greenhouse gas emissions)

- Adopt an eco-friendly driving tactics
- Develop carpooling
- Choose phone calls rather than systematically travel
- Adopt environmental friendly modes of transport



« Limiting digital pollution »

- Use the right device to communicate (phone, instant messaging, email...)
- Avoid large attachments (for internal use, communicate the file's location on the server)
- Host websites in local datacenters

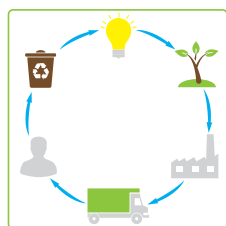


« Preserving biodiversity »

- Contribute to the protection of wildlife and flora



While manufacturing its products, Telenco networks commits to:



"Think life cycle"

- Consider environmental impact starting with the phase of the need expression and analysis
- Analyzing environmental impacts from a global point of view: from resources exploitation until the end of the product life cycle. Thus, we consider much more than the manufacturing phase
- Consider different environmental aspects (resource limitations, pollution, gas emissions, ecosystems degradation,...)



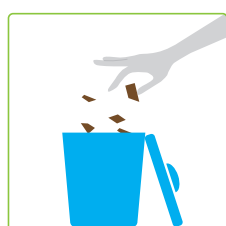
"Choose our materials"

- Do not choose forbidden materials listed by REACH and RoHS European regulations or by Dodd-Frank American law
- Prefer recycled materials for the manufacture of our products and their packaging (acceptance rate of recycled materials/research suppliers for recycled materials during R3 and R4 steps)
- Choose efficient energy consumption materials and reduce the amount of waste production (materials of natural origins, materials manufactured using a low energy consumption process and a reduced proportion of waste/adjustment of refining process if needed: without unnecessary bleach and additives)



"Responsible manufacturing"

- Promote the least polluting processes, with a minimum waste production (new technologies, acceptance rate of waste recycling)
- Reduce the transportation related to the manufacturing by avoiding technologies that imply far away sources and approach impact and global cost transportation in R3 and R4 steps



"Anticipate products' end of life cycle"

- Ease the disassembling of products at the end of life cycle and the material selection. By promoting the detachably connecting profiles using standard tooling and avoiding "sandwiches" materials
- Restrain the number of compounds and various materials in order to reduce valuation steps
- Promote recycling materials for the manufacturing of our products and their packaging: cardboard, metals, wood or ultimately, fully recycling plastics (PET, PEHD, PS, ABS, PVC,...)



The company commits

"To train and inform"

(for better taking action)

- Sharing the charter with the entire staff
- Make available and clearly pointing out the selecting areas

"Purchasing better"

- Adopt eco-responsible purchasing and long lasting or rechargeable expendables
- Develop partnerships with local stakeholders and/or adopt ISO 14001 standard
- For all the electronic repair needs, supply with RoHS compliant components

"Communicate"

- Raising awareness among our employees and encourage them to become part of the company's environmental initiatives
- Communicate our commitment for a sustainable development to our interested parties, especially through the UN Global Compact that Telenco networks subscribed at

"Assure the monitoring of this charter"

- Realize an annual monitoring of energy consumption and put in place actions to solve the pointed problems