

COMPULOCKS

Sustainability Policy



# Introduction

At Compulocks, we are committed to sustainability and recognize our responsibility to minimize our environmental impact. Our goal is to create innovative and secure solutions for our customers while ensuring our operations are conducted in a sustainable and ethical manner. This policy outlines our commitment to sustainability across all aspects of our business.



## Our Commitment

Compulocks is dedicated to:

### **Environmental Responsibility**

We aim to reduce our environmental footprint by minimizing waste, reducing energy consumption, and using sustainable materials in our products and packaging. We have committed to using eco-friendly packaging solutions such as recyclable cardboard, soy-based inks, and minimal plastic use. Qualifying products are marked with a green leaf stamp, both digitally and on physical packaging.

## **Sustainable Product Design**

We prioritize the design and development of products that are durable, repairable, and recyclable. Our product lifecycle management ensures minimal environmental impact. Our product lines incorporate recyclable metals and we are developing upgradable products to extend their lifespan and reduce waste.

### **Eco Friendly Line**



Recycled Aluminum



Recycled Silicone

## **Ethical Sourcing**

We source a substantial number of materials and components from suppliers who adhere to environmental and social responsibility standards. When choosing a supplier, we take this into consideration. We conduct regular audits to ensure compliance with our ethical sourcing policies. Additionally, we are applying for key eco-certifications to authenticate the sustainability of our products across various markets.

## Waste Management



We implement comprehensive waste management practices in our operations. This includes reducing, reusing, and recycling materials to divert waste from landfills. Our fulfillment centers are striving for zero waste by reusing and recycling materials throughout the order processing and packaging operations. We have implemented a product lifecycle management system to ensure sustainability from production to disposal.

## Energy Efficiency

We continuously seek to improve our energy efficiency by adopting energy-saving technologies and practices in our manufacturing processes and office environments. Our global offices are transitioning to energy-efficient operations, including LED lighting, energy-saving appliances, and smart thermostats.



## Environment and Regulation

We adhere to local environmental legislation and regulations. We strive to exceed these requirements wherever possible. Our efforts include securing EU and US eco-certifications, which will be highlighted on our materials and packaging across all markets.



## Key Focus Areas

### Product Lifecycle

- **Design:** Incorporate sustainable design principles to enhance the durability and recyclability of our products. We are focusing on developing eco-friendly product lines that use sustainable materials to minimize environmental impact. We aim to reduce the use of plastic as much as possible.

- **Manufacturing:** Utilize environmentally friendly manufacturing processes and materials. We have adopted water-based adhesives and low-VOC coatings to reduce harmful emissions. Water-based adhesives and low-VOC coatings emit significantly fewer harmful chemicals into the air compared to solvent-based products. This helps reduce the overall environmental impact, particularly concerning air quality.

### **Eco Friendly Line**



Electrostatic Coating



Anodize Coating

- **End-of-Life:** Promote product take-back programs and recycling initiatives. Our "Return & Renew" program allows customers to return end-of-life products with more than 80% of the materials being recyclable or repurposed. To encourage this initiative, we offer free shipping from the customer's destination to the warehouse.



## Operational Impact



- **Waste Reduction:** Encourage recycling and the reduction of single-use plastics within our operations. Our warehouses aim for zero waste through comprehensive recycling programs.
- **Energy Use:** Reduce energy consumption through efficient lighting, equipment, and heating/cooling systems. Our offices worldwide are implementing energy-efficient practices, including transitioning to paperless operations and enhancing recycling programs for electronic, kitchen, and office waste.

## Supply Chain Management

- **Supplier Engagement:** Work closely with suppliers to ensure they meet our sustainability standards. We are in the process of collaborating with suppliers to secure greener components and reduce reliance on plane shipping.
- **Material Sourcing:** Prioritize the use of recyclable and responsibly sourced materials. By obtaining certifications, we ensure that the materials used in our products are sustainably sourced.
- **Logistics:** Optimize transportation to reduce carbon emissions. As part of our logistics optimization, we are working to lessen the footprint of our transportation efforts. The majority of our logistics are by sea, a mode we always prefer over air.

## Employee Engagement

- **Training and Awareness:** Provide training to employees on sustainability practices and encourage a culture of environmental responsibility.
- **Involvement:** Engage employees in sustainability initiatives and encourage their participation in environmental programs. We have initiated company-wide volunteer days focused on environmental conservation activities, including clean-up drives and tree planting.

## Community and Stakeholder Engagement

- **Transparency:** Communicate our sustainability efforts and progress. We release monthly eco-updates on social media platforms such as Instagram, LinkedIn, X, and Facebook, highlighting our sustainable practices across various locations.



- **Partnerships:** Collaborate with industry partners, NGOs, and other stakeholders to promote sustainability.
- **Monitoring and Reporting:** Compulocks is committed to monitoring our sustainability performance and reporting on our progress. We set measurable targets and regularly review our performance to ensure continuous improvement. Our sustainability reports are made available to stakeholders to maintain transparency and accountability.



## **We Care About Sustainability**

Sustainability is a core value at Compulocks. By integrating sustainable practices into our operations, product design, and supply chain management, we aim to contribute positively to the environment and society. We are dedicated to ongoing improvement and innovation in our sustainability efforts.



For more information about our sustainability initiatives  
or to provide feedback, please contact us at [eco@compulocks.com](mailto:eco@compulocks.com)