



SUSTAINABILITY POLICY



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Sustainability Policy

Introduction

At Rang Technologies Inc., we recognize that sustainability is essential to the long-term success of our business, our clients, and the communities we serve. We are committed to integrating environmentally and socially responsible practices across all aspects of our operations. This policy outlines our approach to sustainability and our commitment to continuous improvement in protecting the environment, promoting social well-being, and operating ethically and responsibly.

Objectives

- **Reduce Carbon Footprint:** Minimize greenhouse gas emissions across our operations and supply chain.
- **Promote Sustainable Practices:** Incorporate sustainability into all business practices and decision-making processes.
- **Engage Stakeholders:** Involve employees, customers, suppliers, and the community in our sustainability initiatives.

Our Commitments

Environmental Responsibility

We are committed to reducing our environmental impact by:

- Minimizing energy consumption and improving energy efficiency across all operations.
- Reducing our carbon footprint through the adoption of green technologies and sustainable practices.
- Implementing waste reduction and recycling programs within our offices and during project execution.
- Promoting the use of environmentally friendly materials and technologies in our supply chain and client engagements.

Social Responsibility

We are dedicated to promoting social responsibility through:

- Fostering an inclusive and diverse workplace, offering equal opportunities for all employees, regardless of gender, ethnicity, or background.

- Prioritizing employee well-being and professional growth through development programs and a safe working environment.
- Engaging with and giving back to the communities in which we operate through partnerships, volunteering, and charitable contributions.
- Supporting the health and safety of our workforce, clients, and partners through responsible operational practices.

Economic Sustainability

We commit to responsible business practices by:

- Conducting our business with integrity, ethics, and transparency in all our operations.
- Maintaining compliance with all applicable environmental, social, and governance (ESG) regulations and standards.
- Collaborating with suppliers and clients who share our commitment to sustainability and ethical practices.
- Ensuring sustainable growth that benefits our clients, employees, and stakeholders.

Goals

Environmental Goals:

- Reduce our carbon emissions by 20% over the next five years.
- Achieve zero waste across all our facilities by 2030.

Social Goals:

- Increase employee training and development opportunities by 15% annually.
- Achieve a 50/50 gender balance in leadership roles by 2028.

Economic Goals:

- Ensure that 100% of our suppliers and partners comply with our ethical and sustainability standards by 2026.



Establishing a Working Group

- **Formation:** We will establish a Sustainability Working Group (SWG) comprising representatives from various departments, including Operations, HR, Marketing, and R&D.
- **Responsibilities:** The SWG:
 - Identifies key sustainability areas relevant to our operations.
 - Research and benchmark best practices within the technology industry.
 - Develops actionable goals and initiatives to improve sustainability.
 - Monitors and reports on progress towards sustainability goals.

Research and Best Practices

- **Industry Analysis:** The SWG conducts a comprehensive review of sustainability practices within the technology sector, focusing on:
 - Energy efficiency and the use of renewable energy sources.
 - Waste reduction and recycling initiatives.
 - Sustainable sourcing and supply chain management.
- **Benchmarking:** We will compare our practices with industry leaders to identify gaps and opportunities for improvement.

Implementation

We will implement this policy by:

- **Sustainability Lead:** Appointing a sustainability lead to oversee and drive the execution of our sustainability initiatives.
- **Integration:** Integrating sustainability considerations into all business decisions, from procurement and project management to office operations.
- **Education:** Educating our employees on sustainability practices and encouraging their active participation in sustainability efforts.
- **Partnerships:** Partnering with clients, vendors, and stakeholders to promote sustainable practices in every aspect of our business.

Monitoring and Reporting

- **Performance Monitoring:** Monitor our environmental, social, and economic performance through internal audits and third-party assessments.
- **Annual Reporting:** Publish an annual Sustainability Report that is publicly available, detailing our progress, goals, and key performance indicators (KPIs).

- **Policy Review:** Review and revise this policy periodically to reflect new sustainability challenges and opportunities, ensuring alignment with global best practices and regulatory requirements.

Publishing and Communication

This policy is available on our company website, www.rangtech.com, and is communicated internally to all employees through our intranet and other communication channels. We encourage all stakeholders to review, understand, and actively engage with our sustainability commitments to support our ongoing efforts.

Approval

This Sustainability Policy has been approved by the leadership of Rang Technologies Inc. and is effective as of February 3, 2024.

Conclusion

Rang Technologies Inc. is committed to building a sustainable future. Through collaboration, innovation, and responsible practices, we will strive to minimize our environmental impact and contribute positively to our community and the planet.

Contact Information

For more information about our sustainability initiatives, please contact:



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