

Environmental Policy

About the Company

Founded in 1987, Riedel Communications (Riedel) designs, manufactures, and distributes innovative real-time networks for audio, video, and communications. The company is known for pioneering digital audio matrix systems — as well as SDI- and IP-based media networks — and its products are used for broadcasting, pro audio, sporting events, theatre production, and security applications worldwide. Riedel is headquartered in Wuppertal, Germany, and employs over 800 people in 25 locations throughout Europe, Australia, Asia, and the Americas.

Riedel operates in three business fields:

- **Product Business:** Riedel designs, manufactures, and distributes pioneering real-time networks for audio, video, and communications. Its products are used for broadcasting, pro audio, sporting events, theatre production, and security applications worldwide.
- **Managed Technology:** Riedel goes far beyond traditional technology rentals. In addition to state-of-the-art audio, video, IT, and communications technology, Riedel also offers comprehensive service and support, from project planning to on-site implementation.
- **Riedel Networks:** a global network services provider, focused on tailor-made networks. It is recognized as niche provider specialized in mid-sized internationally operating companies and the media and events sector.

Environmental Policy

We recognize that protecting the environment is a common challenge for society as a whole and are therefore committed to contributing by promoting environmental sustainability and operating responsibly, in accordance with all environmental regulations, legislation, and best practices.

We are committed to sustainable living and working, and we strive to inspire others to the same commitment. Our employees are considerate about environmental issues and sustainability, and we care that our suppliers respect environmental protection as well.

We at Riedel Communications keep educating ourselves about environmental sustainability issues.

One of our targets is that our employees undergo yearly trainings in environmental issues and the latest developments in this field. Our environmental sustainability manager follows the sustainability sector closely, and takes part in conferences whenever possible.

We care about saving energy and the use of renewable energy.

Riedel Communications aims to reduce our overall power consumption by modernizing our facilities and motivating our employees to consider saving energy where possible in their day-to-day working situation.

Part of the electricity used at our headquarters is supplied from reusable energies and we strive to consistently increase this proportion.

We reduce our water consumption.

At Riedel, we use clean water sensibly, without wasting it.

The “3 Rs rule” – reduce, reuse, recycle — is in place.

When it comes to waste, Riedel Communications follows the “3 Rs rule.” We are thoughtful in our actions and try to reduce waste — including food waste — to a minimum. We utilize reusable packaging solutions for all intercompany shipments and separate waste for recycling.

We travel eco-friendly.

We strive to combine multiple shipments with the same/similar destination to reduce our carbon footprint, while meeting our time-to-destination objectives.

We encourage our employees to use trains and buses when traveling inside Germany's territory or to other European countries that are easy to reach without flying.

We motivate employees to use bikes or public transportation for commuting from home to work.

The Riedel team is digital.

All Riedel offices are equipped with professional teleconferencing to increase the number of virtual meetings and reduce face-to-face meetings (which would otherwise require travelling) to a reasonable minimum. All employees at all levels are equipped with video telephony software and are encouraged to use this as their primary communication channel within the company.

We support green and local businesses.

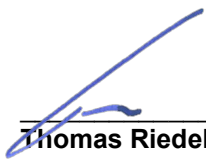
We strive to purchase food products and drinks from local producers and to choose organic products.

All departments work as a team to reach our environmental goals.

Everyone at Riedel Communications works as one team to reach our environmental goals and regularly communicates with each other about environmental issues, with our environmental manager serving as moderator.

We are preserving local biodiversity through the creation of green spaces, friendly to insects and birds.

We care about nature, so not only are we respectful towards the environment in our actions, but we have also reserved a part of our compound in Wuppertal for insect-friendly plants and trees to help preserve the local biodiversity.



Thomas Riedel
Riedel Group CEO



Frank Eischet
Riedel Group CFO