



ENVIRONMENTAL POLICY

GuestTek™ is a global leader in broadband technology and interactive solutions for the hospitality industry. Since 1996, we have partnered with hotels to maximize a property's offerings—enhancing the brand, helping to generate more revenue and giving total confidence of delivering a world-class guest experience.

With operations reaching 85 countries and serving more than 3900 hotels, we understand the most critical requirements. Whether it's an individual property, franchised or corporate location, GuestTek allows its clients to customize each solution to the property's needs. And GuestTek's focus on hospitality means we fully understand and deliver on the technology needs of today's guests, while engineering the in-room technologies desired by tomorrow's guests too.

It is the policy of GuestTek to maintain an Environmental Management System (EMS) designed to meet the requirements of the ISO 14001 Standard and in pursuit of GuestTek core values and primary environmental management objectives.

GuestTek operates an integrated Quality, Information Security, and Environmental Management System. Our Environmental Policy is to:

- Ensure that environmental issues are considered in planning our business and managing our operations;
- Comply with the requirements of environmental legislation and other requirements to which the company subscribes;
- Continuously review the environmental aspects of our operations and identify and implement practices that prevent pollution, reduce waste, reduce the consumption of natural resources, and promote recycling and / or re-use;
- Seek to continually improve our environmental performance
- Provide the necessary training and support to our staff to ensure that they are able to fulfil these commitments.

The company's Integrated Management System (IMS) Overview provides an overview of our integrated management system (quality, environment and information security) and associated procedures.

GuestTek continually improve the Company's activities by establishing and reviewing IMS objectives, which are set on an annual basis, in support of the Company's business, environmental and information security strategy. Performance in relation to these objectives is reviewed during management reviews of the IMS.

We are committed to complying with all environmental management system requirements and continually improving the effectiveness of the Company's integrated management system, in accordance with the Company's Continual Improvement Policy.

This Environmental Policy is available to the public upon request and is communicated to all person(s) working for or on behalf of GuestTek (as part of induction training) and is available to all employees via SharePoint.

The requirements of the Company's IMS are mandatory and all company personnel have a responsibility and obligation to its integrity.

This Policy is reviewed to ensure its ongoing suitability, as or when there are key changes (e.g. in customer, legislative, operational requirements etc) and annually as a minimum.