

Internal Social & Environmental Management System

PS Networks

Social and Environmental Responsibility

Mission statement

We recognise that we must integrate our business values and operations to meet the expectations of our stakeholders. They include customers, employees, investors, suppliers, the community and the environment.

- We recognise that our social, economic and environmental responsibilities to these stakeholders are integral to our business. We aim to demonstrate these responsibilities through our actions and within our corporate policies.
- We take seriously all feedback that we receive from our stakeholders and, where possible, maintain open dialogue to ensure that we fulfil the requirements outlined within this policy.
- We shall be open and honest in communicating our strategies, targets, performance and governance to our stakeholders in our continual commitment to sustainable development.
- The Managing Director is responsible for the implementation of this policy and will make the necessary resources available to realise our corporate responsibilities. The responsibility for our performance on this policy rests with all employees throughout the company.

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HEALTH, SAFETY AND ENVIRONMENTAL POLICY

- PS NETWORKS Company is committed to managing health, safety and environmental (HS&E) matters as an integral part of our business. In particular, it is our policy to assure the HS&E integrity of our processes and facilities at all times and at all places. We will do so by adhering to the following principles:

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Compliance

- We will comply with applicable laws and regulations and will implement programs and procedures to assure compliance. Compliance with HS&E standards will be a key ingredient in training, performance reviews, and incentives for all employees.

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Risk Reduction, Prevention, and Resource Management

- We will seek opportunities, beyond compliance requirements, for reducing risk to human health and the environment, and we will establish and meet our own HS&E quality standards where appropriate.
- We will employ management systems and procedures specifically designed to prevent activities and/or conditions that pose a threat to human health, safety, or the environment. We will look for ways to minimize risk and protect our employees and the communities in which we operate by employing clean technology, including safe technologies and operating procedures, as well as being prepared for emergencies.
- We will strive to minimize releases to the air, land, or water through use of cleaner technologies and the safer use of chemicals. We will minimize the amount and toxicity of waste generated and will ensure the safe treatment and disposal of waste.
- We will manage scarce resources, such as water, energy, land, and forests in an environmentally sensitive manner.

Communication

- We will communicate our commitment to HS&E quality to our employees, vendors, and customers. We will solicit their input in meeting our HS&E goals and in turn will offer assistance to meet their goals.

Continuous Improvement

- We will measure our progress as best we can. We will review our progress at least on an annual basis. We will continuously seek opportunities to improve our adherence to these

To adhere to above set goals we have developed and implemented the following plan.

1. Code of conduct

Our company defined *and deployed social responsibility and environmental management system*

PS Networks Compliance: The fulfillment of requirements 2-8 as described in this document will satisfy the need for an environmental management system. Additionally, PS Networks Company will post our environmental goals & results/progress on our website as noted below.

The PS Networks [Code of Ethics](#) for our employees is attached to this response. It can also be found on our [website](#).

2. Environmental management system (EMS)

PS Networks Compliance: PS Networks has programs (defined by its management system) that control its operations, and services as they intersect with the environment in support of its policy commitment to environmental leadership, and that also confirms PS NETWORKS's compliance with applicable law, regulation and contractual requirements.

The PS NETWORKS [Code of Environmental management system](#) attached to this response. It can also be found on our [website](#).

3. Energy consumption measurement and Waste management

PS NETWORKS Compliance: PS NETWORKS Company has established an accurate baseline for usage in a 12-month period in order to address seasonal trending. The baseline period is defined as January 2013 to December 2014. Results against goals (requirement #4 below) are as follows:

• A.) Energy Consumption

- Electric –6032 KWH 2013 3404 kwh 2014– *20% reduction by y/e 2015 – on track*>

• B.) Calculate Scope 1 greenhouse gas emissions (if applicable)

- Electric – 370 CO2 generated from electricity usage
- Gas – 17.4 CO2 generated from gas usage
- Water – 1 unit CO2 generated from water usage

• C.) Calculate Scope 2 greenhouse gas emissions

- Electric – :*See Electric above for kilowatts consumed (307) multiplied by our emissions factor 2,541 = 12% reduction as of December, 2014 (as compared to 2013) – on track*

• D.) Waste management and/or Recycling

- Recycling Volume –Tons of recycling material picked up by recycling company
- Waste Volume
 - *3 Tons of trash picked up by garbage company as of Sept 30, 2014– 5 Tons of trash picked up per month in 2014 = reduction by 2 tons of total volume of garbage – on track*

4. Environmental Goals :

PS NETWORKS Compliance: PS NETWORKS has set at least one goal in each category. The goal measuring period is 12 months. Goals are determined in conjunction with PS NETWORKS senior management, and follow the format below:

- A.) Energy Consumption
 - *Reduce consumption of electricity 2% by y/e 2015>*
- B.) Scope 2 greenhouse gas emissions
 - *Reduce scope 2 GHG emissions 12% by y/e 2015>*
- C.) Waste management and recycling
 - *Decrease amount of waste going to landfill by 2 tons by y/e 2016>.*

5. Public disclosure : PS NETWORKS Compliance: PS NETWORKS has publicly disclosed our goals and our progress against the goals as of December 31, 2015 date. Our [Social and Environmental Commitment](#) document can be viewed [here](#).

We have not received any fines or penalties of a material nature. Should we ever receive any regulatory fines or penalties of a material nature, they will be publicly disclosed on our web page.

6. Education .:

PS NETWORKS Compliance: Employees are trained on our EMS as they are hired. They receive training of our Ethical code of conduct , Health & Safety.

7. Management reviews :

PS NETWORKS Compliance: PS NETWORKS has a committee that meets on annual basis. This committee reviews the progress of reduction initiatives against the EMS goals and ensures that PS NETWORKS is compliant with our ethical code..

8. Suppliers/Subcontractors .

PS NETWORKS Compliance: PS NETWORKS Company has notified all subcontractors who perform work or provide goods for us of all above requirements on 25/10/15. PS NETWORKS notified the suppliers via language added to all purchase orders listing all 8 requirements. PS NETWORKS Company actively monitors compliance by auditing a selected number of suppliers annually.