



## Maser Group Sustainability Charter

### **Overview**

The Maser Group is committed to building a sustainable future for generations to come. We are guided by our core values of integrity and responsibility of the importance of balancing environmental stewardship, social equity, and economic prosperity in all aspects of our operations.

The Group requires its suppliers to comply with the principles of the Sustainable Supplier Charter in terms of ethics, respect for human rights, protection of employees' rights, respect for the environment.

Our vision since the early 2000's is to set an example for sustainable business practices and driving positive change in our industry and communities. In this time, we have achieved accreditation for supplying sustainable products to the electrical, construction and telecommunication industries and we are active participants in Best Practice PVC, Greenstar, Declare & Living Building construction projects throughout New Zealand & Australia.

### **Our Values:**

Our values are guided not only for the environment but also a commitment to social responsibility, and ethical conduct in all our operations. Our suppliers must undertake not to exercise any distinction, exclusion or preference based on race, gender, religion, political opinion, national descent or social origin, use child labour or forced labour and must comply with local legislation regarding the employment of persons without discrimination.

Our commitment to integrating sustainability into every facet of our business, from product design and supply chain management to employee engagement and community outreach by way of charitable sponsorship and donations. Maser is a proud sponsor of the Auckland Rescue Helicopter Trust for over 20 Years and regularly supports charities such as Cancer Kids, and I Am Hope.

### **Goals and Objectives:**

Reduce our carbon footprint through energy efficiency, and sustainable transportation.

Achieve zero waste to landfill by 2025 through waste reduction, reuse, recycling, and composting initiatives.

Enhance diversity, equity, and inclusion within our workforce and supply chain, striving for equal opportunities and fair treatment for all.

**Goals and Objectives** cont:

Investing in sustainable technologies such as LED and low consumption devices and practices to minimize resource consumption and environmental impact. We empower our employees to champion sustainability initiatives and foster a culture of innovation.

**Continuous Improvement:**

We are dedicated to ongoing learning, innovation, and improvement in sustainability practices. We embrace new technologies, best practices, and industry standards to continually raise the bar for sustainability performance.

**Compliance and Legal Requirements:**

We adhere to all relevant laws, regulations, and industry standards related to sustainability, and we strive to exceed minimum requirements wherever possible, setting higher standards for ourselves and our peers.

**Technology in our Industry:**

We strive to provide the New Zealand with leading technology & solutions such as Low Smoke Zero Halogen, FRNC and LFH materials and the reduction in products supplied of hazardous chemical substances that may be released during the life cycle of the products including compliance requirements of the “RoHS” REACH Directive.

Maser are also pioneers in the mobile telecommunications industry partnering with the overall sustainability lead provider of RAN (radio access network) categories, including Massive MIMO, 5G RAN, AI-driven software, and antenna solutions, in a study conducted by ABI Research that evaluated the capabilities of telecom vendors to reduce energy use and waste worldwide.

This sustainability statement embodies Maser Group's commitment to sustainability and serves as a guiding framework for its actions and decisions.

A handwritten signature in blue ink, appearing to read "Ross Patterson".

Ross Patterson

General Manager New Zealand