

Sustainable Procurement Policy

TP-Link Group

General Provisions

Purpose

Committed to sustainable development across all our businesses and operations, TP-Link takes environmental and social factors, alongside financial factors, into considerations in our procurement decisions. Our objective is to identify, select and purchase products and services with low environmental impact and positive social outcomes.

Developed with reference to ISO 20400 Sustainable Procurement Guidance, the Sustainable Procurement Policy (Policy) sets out our high-level commitment to integrating sustainability into procurement. This Policy complements and should be adopted in conjunction with TP-Link's [Supplier Code of Conduct](#), [Human Rights Policy](#) and [Health and Safety Policy](#).

Scope

This Policy applies to all directors, officers, and employees (temporary or permanent) worldwide, regardless of specific TP-Link entity or subsidiary (wholly or partially held) (hereinafter collectively referred to as "TP-Link Employees" or "Employees"). Business partners, contractors and other agents are also encouraged to apply this Policy where practicable.

Responsibilities

- **TP-Link Sustainability Committee** is responsible for establishing, reviewing, and updating the Policy annually to ensure its compliance with the industry standards.
- **Senior Management** have the ultimate responsibility for the compliance of this Policy within their operations. Making sure that all Employees are aware of the Policy and know what their responsibilities are in relation to protecting the health and safety of all Employees.
- **Employees** are obliged to strictly adhere to the principles set out in this Policy. Actively engaging the related training activities to improve their own awareness. Reporting any potential violation of the Policy promptly.
- **Suppliers, contractors, and other stakeholders** are encouraged to monitor the enforcement of this Policy and report any violation of the Policy promptly.

Core Principles

1. Reduce the Environmental Footprint

- Consider the environmental and social impacts in the full product and service life-cycle, including the energy, water and other natural resources implications as well as waste generations.
- Prioritize the procurement of environmentally friendly products, for example products, products that are easy to disassemble and recycle at the end of their lives.
- Prioritize the procurement of materials with relevant sustainable certifications.
- Prioritize local procurement where reasonably practicable.

- Minimize the procurement of single-use or disposable products.
- Minimize packaging where reasonably practicable.
- Minimize the use of toxic and hazardous products.
- Ensure the responsible sourcing of conflict minerals.
- Restrict the use of Hazardous Substance in accordance with RoHS and other application laws and regulations.

2. Prioritize Suppliers Who Meet the Following Conditions

- Demonstrate a commitment to sustainable development.
- Formulate policies and codes of conduct related to sustainable development.
- Establish internationally-recognized CSR management system(s) such as ISO 14001 Environmental Management System, ISO 45001 Occupational Health and Safety Management System and other equivalent management systems.
- Comply with all applicable CSR related laws and regulations, including but not limited to the protection of human rights, health and safety.
- Fully comply with TP-Link Supplier Code of Conduct

3. Incorporate Sustainability Elements into Management of Suppliers

- Provide sustainable supply chain training and guidance for relevant suppliers.
- Encourage suppliers to identify supply chain sustainability risks and formulate relevant risk management plans.
- Review suppliers' CSR performance regularly to ensure compliance and continuous improvement.

4. Review and Improvement

- Regularly review the implementation of the Policy among Employees and suppliers
- Revise the Policy according to changes in regulation, market, and industry to maintain its effectiveness.
- Communicate the Policy with all relevant stakeholders and provide training and guidance to Employees and suppliers.

Speaking Up

If you witness any violation any suspicious violation of the Policy, you are encouraged to talk to your manager, or contact with sustainability department at sustainability@tp-link.com.