

Environment, Health and Safety Policy

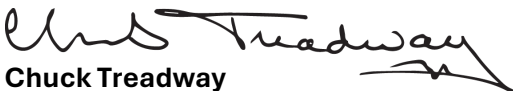
Our Vision

Guided by integrity, Vistance Networks actively seeks opportunities to protect the well-being of our workers, customers, suppliers, environment, and communities. We know that a commitment to business practices that are innovative, safe, and sustainable is key to our company's success.

Our Policy

In pursuing our vision, Vistance Networks' leaders work diligently to:

- **Ensure** that we fully comply with applicable legal requirements and other compliance obligations.
- **Promote a culture of responsibility** for our environment and the health and safety of our workers that is fully supported by executive management and embraced by our workers.
- **Integrate accountability for protection of the environment** as well as the health and safety of workers into our business plans and decisions.
- **Monitor and manage** the materials used throughout our supply chain to ensure our products and activities are safe and meet regulatory requirements.
- **Minimize our environmental impact** by conserving natural resources, water; reducing or preventing pollution, waste, and emissions; reusing and recycling materials; and responsibly managing energy.
- **Continually improve our management systems** by implementing ongoing processes to measure, audit, and align our current best practices while setting global objectives to achieve long-term improvement.
- **Achieve corporate transparency** by keeping those with a vested interest in the activities of our company informed about our environment, health, and safety programs.
- **Implement risk assessment and mitigation strategies** that are responsible and prudent, and support programs to eliminate hazards and reduce risks.
- **Maintain a safe working environment** and provide safety training and support for our workers to promote the prevention of injury and ill-health.
- **Proactively encourage** and respect the consultation and participation of workers and workers' representatives when making decisions regarding environment, health, and safety issues.
- **Require suppliers to comply with our Supplier code of Conduct** and all applicable Environmental, Health and Safety policies and regulations.


Chuck Treadway

President and Chief Executive Officer