

Sustainability Policy

Airwave is fully committed to Sustainability and has committed to the following vision for sustainability at Airwave;

“Sustainability for us is about putting People, Planet and Partnership first by improving the social, environmental and economic impact of our business in the communities we serve. Airwave creates long term value for our customers, people and stakeholders by keeping sustainability at the heart of our business. We are inspired to lead the way in delivering a truly sustainable business and developing new and exciting solutions for a safer more sustainable future.”

Airwave will deliver this vision by implementing the following objectives under our three priorities of People, Planet & Partnership;

- People: To treat people equally, maintain positive and supportive relationships with all sections of the community and respect human rights in all our operations
- Planet: To minimise our impact on the environment and improve resource efficiency
- Partnership: To deliver products and services that contribute to sustainability, work with our suppliers to improve sustainability performance, and promote opportunities for SMEs

The following Airwave policies support the delivery of the Airwave Sustainability Policy:

- Health & Safety Policy
- Diversity & Inclusion Policy
- Bullying & Harassment Policy
- People Policies; e.g. Learning & Development, Leave, Flexible & Home Working
- Airwave in your Community Policy
- Environment Policy
- Bribery & Anti-Corruption Policy
- Conflicts of Interest Policy
- Data Protection Policy
- Security Policy
- Business Expenses Policy
- Delegation of Authority

- Competition Handbook
- Gifts & Hospitality Policy
- Ethical Procurement Policy

Employees are required to maintain an awareness of and compliance to all legal requirements and Airwave policies. The Airwave Business Principles provide a guide to how all employees must behave while working at Airwave. The long term Sustainability of our business is the responsibility of all employees and Airwave's approach will be to integrate sustainability within key decision making processes to ensure we put People, Planet & Partnership at the heart of our business. Airwave will aim for continual improvement and will monitor its performance through the Sustainability Challenge Group and the publication of an annual Sustainability Report.

Signed on and behalf of the Board by Richard Bobbett. CEO of Airwave

Policy Owner: Emma Devenish

Date: 27th March 2012

Last review date: 14th April 2014