

2023

ATLINKS

| BRINGING PEOPLE CLOSER

**CORPORATE SOCIAL
RESPONSIBILITY**

ANNUAL REPORT

TABLE OF CONTENTS

1	MANAGEMENT COMMITMENT	4
2	COMPANY PRESENTATION	5
3	COMPANY STRUCTURE	6
4	ORGANIZATION	8
4.1	RISK MANAGEMENT AND INTERESTED PARTIES	8
4.2	ANTI-CORRUPTION	9
4.3	SUSTAINABLE DEVELOPMENT: THE GLOBAL COMPACT	10
4.4	SUSTAINABLE DEVELOPMENT GOALS	10
5	ENVIRONMENT	11
5.1	ENVIRONMENTAL MANAGEMENT	11
5.2	ECO-DESIGN	12
5.2.1	<i>Packaging of the product</i>	12
5.2.2	<i>Product</i>	13
5.3	ENERGY	15
5.4	WATER	16
5.5	WASTE	16
5.6	TRANSPORTATION	17
5.6.1	<i>Inbound Transport</i>	17
5.6.2	<i>Outbound Transport</i>	18
5.7	CHEMICALS MANAGEMENT	19
5.8	PRODUCTS END OF LIFE. RECYCLING	20
5.9	SUPPLIERS ENVIRONMENTAL ASSESSMENT	21
5.10	ATLINKS PREMISES	21
5.11	ENVIRONMENTAL COMPLIANCE	22
6	LABOR PRACTICES AND DECENT WORK	22
6.1	ATLINKS STAFF	22
6.2	EMPLOYEES INSURANCES AND MEDICAL CHECKS	22
6.3	CONTRACT OF PROGRESS. LABOR /MANAGEMENT RELATIONS	23
6.4	ORGANIZATIONAL HEALTH AND SAFETY PROGRAMS	23
6.5	TRAINING AND AWARENESS	23
6.6	DIVERSITY AND EQUAL OPPORTUNITY	24
6.7	HANDICAP	24
6.8	SUPPLIERS ASSESSMENT ON HEALTH AND SAFETY	24
6.9	COMPLIANCE ON HEALTH AND SAFETY	25
7	HUMAN RIGHTS	25
7.1	NON-DISCRIMINATION AND HARASSMENT	25
7.2	FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING	25
7.3	CHILD LABOR, FORCE AND COMPULSORY LABOR	26
7.4	SUPPLIER HUMAN RIGHTS ASSESSMENT	26
7.5	SECURITY PRACTICES	27
8	PRODUCT RESPONSIBILITY	27
8.1	CUSTOMER HEALTH AND SAFETY	27
8.2	PRODUCT LABELING	27
8.3	SERVICE CENTER, CONSUMER SUPPORT	28
8.4	CUSTOMER PRIVACY	28
8.5	PRODUCT COMPLIANCE	29

8.6	PRODUCT EXTERNALS EVALUATIONS (ECO-RATING)	29
8.7	CONFLICT MINERALS TRACEABILITY	30
9	SOCIETY	31
9.1	COMMUNITY INVOLVEMENT AND DEVELOPMENT	31
9.1.1	<i>Elderly dedicated product range</i>	31
9.1.2	<i>Emmaüs- JUNE 2019</i>	31
9.1.3	<i>TÉLÉTHON: OCTOBER 2022 TO January 2023</i>	32
9.2	ANTI-COMPETITION AND RESPONSIBLE MARKETING	32
9.3	CSR SUPPLIERS – AUDITS	33
9.4	EXTERNAL EVALUATIONS (ECOVADIS)	36
10	ANNEXES	38
10.1	COMPANY POLICY	38
10.2	CODE OF CONDUCT	39
10.3	CERTIFICATES	40
10.4	SDG RESULTS	44
10.5	EMISSIONS CO ₂ EQ.	45

1 MANAGEMENT COMMITMENT

ATLINKS is dedicated to delivering excellence across its products, services, and solutions, ensuring significant value for our esteemed customers and contributing to their overall success. We aspire to earn recognition from our employees, customers, community, and shareholders as a responsible organization that conducts business with utmost care for the environment, minimizing pollution, and safeguarding our employees from potential hazards.



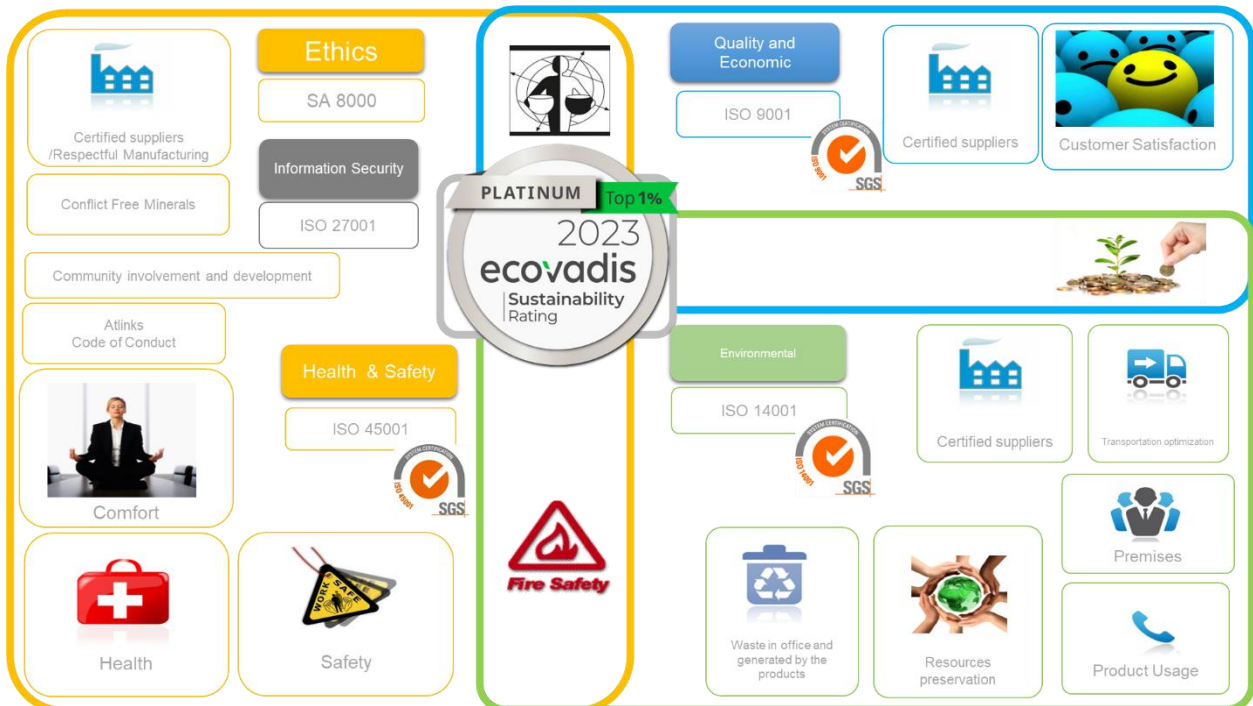
Our unwavering commitment extends to quality, environmental stewardship, health, safety, and the establishment of a sustainable supply chain. We achieve this through meticulously designed programs that focus on continuous improvement and strict adherence to applicable regulations, industry standards, best practices, contractual obligations, and corporate initiatives. These concerted efforts, involving every facet of our organization, yield tangible results.

To reinforce this approach, **ATLINKS** maintains an Integrated Management System, certified in accordance with international standards:

- **Quality:** ISO 9001
- **Environment:** ISO 14001
- **Organizational Health and Safety:** ISO 45001

Furthermore, we align with the 10 Principles of the United Nations Global Compact, demonstrating our commitment to all stakeholders in our business. Our goals and targets are in harmony with the Sustainable Development Goals outlined by the United Nations.

C.H. Tong
CEO



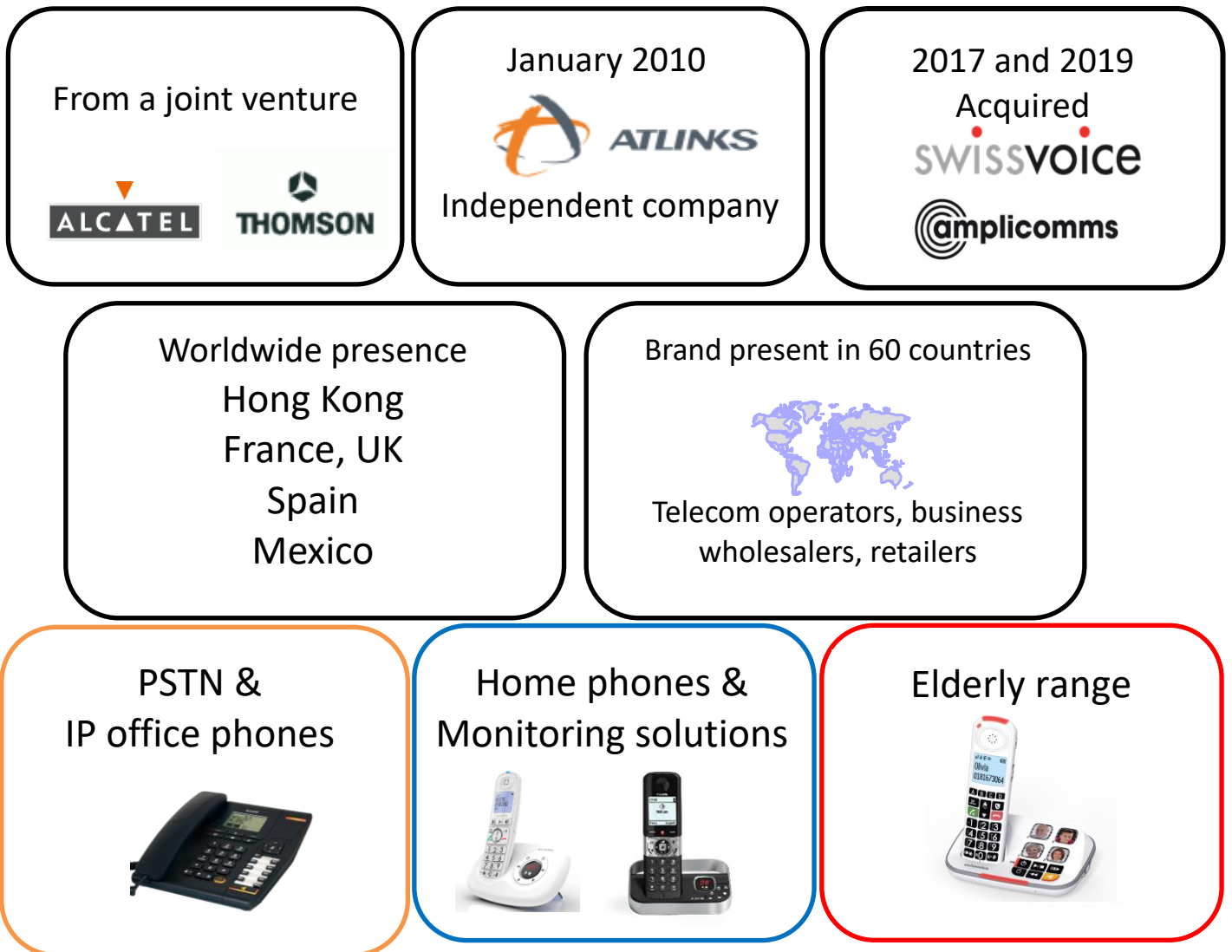
2 COMPANY PRESENTATION

ATLINKS, a company specializing in communication products, engages in the design, development, marketing, and sale of fixed-line telephones, mobile phones, video devices, multimedia terminals, and other communication solutions specifically tailored for the elderly. Our esteemed clientele includes telecom operators, as well as professional and consumer retailers worldwide.

As a **fab-less company**, **ATLINKS** collaborates with a select group of key manufacturers (also known as suppliers or vendors) who have been long-standing partners. These manufacturers play a crucial role in our product ecosystem.

Our global distribution strategy encompasses three primary channels: **Consumer**, **Telco**, and **Professional**. Additionally, we leverage importers in certain countries to facilitate the export of our goods to those regions.

Under our own brand portfolio, we proudly offer products labeled as **Alcatel**, **Swissvoice**, **Amplicomms**, and, of course, **ATLINKS**. Furthermore, we act as distributors for products under other brands.



3 COMPANY STRUCTURE

ATLINKS Holdings Ltd, headquartered in Hong Kong, operates as a prominent communication products company. It oversees three subsidiaries:

1. **ATLINKS Asia Ltd**, based in Hong Kong.
2. **ATLINKS Europe SAS**, headquartered in France.
3. **Swissvoice International S.A.**, situated in Switzerland.

In addition to these subsidiaries, ATLINKS maintains three representative offices:

1. **Mexico Office**: Responsible for managing commercial activities in the Latin American (Latam) market.
2. **Madrid Office**: Manages operations in the Iberian market.
3. **Shenzhen Office**: based in China.

ATLINKS GROUP Ltd, the parent company of Atlinks Holdings Ltd, is a publicly listed entity in Hong Kong. Detailed financial information is accessible to investors via the corporate website: www.atlinks.com

The staff of the company repartition is as follows:

Atlinks Asia Ltd:	24 employees
Atlinks Europe:	16 employees
Atlinks UK Ltd.	1 employees
Swissvoice International:	0 employees
Spain Sales office:	5 employees
Mexico Sales office:	0 employees
Shenzhen Sales office:	0 employees

In addition to our core organizational structure, we engage the expertise of several consultants. These consultants play a vital role in fulfilling specific functions as outlined in our [Organization manual](#).



4 ORGANIZATION

ATLINKS, as an integrated entity, orchestrates its operations through distinct companies, each assigned specific functions. Despite this diversified structure, **ATLINKS** functions seamlessly as a cohesive whole.

The company benefits from the extensive expertise of its seasoned employees, resulting in a robust and tightly-knit community. The low turnover rate further contributes to this stability.

Hong Kong serves as the hub for most product-related functions, strategically positioned in proximity to product suppliers and manufacturing facilities. Meanwhile, the **European operation** focuses primarily on customer relations, marketing, and communications. In conjunction with Europe, other sites within the organization are dedicated to sales.

4.1 RISK MANAGEMENT AND INTERESTED PARTIES

ATLINKS diligently identifies and engages with its stakeholders, ensuring their needs and requirements are met. This process serves as a mechanism to guarantee satisfaction and assess the impact of these requirements across various aspects of our Management System, including quality, environment, and health and safety. Additionally, we outline effective methods to mitigate associated risks.

1. Business Activity Risks:

- We meticulously map risks associated with each process, considering indicators related to business activities.
- Risk assessment is based on predefined levels of severity and frequency for key issues.
- Annual reviews of company challenges inform our risk identification process, leading to the formulation of risk mitigation strategies.
- Operational processes undergo SWOT analyses annually.

2. Suppliers/Vendors Risk Assessment:

- We conduct yearly risk assessments for suppliers and vendors.
- Performance evaluations and audit results inform our assessment using the SWOT tool.
- These assessments guide the definition of next year's audit strategy, as part of the Management Review process.

3. Environmental Risk Evaluation:

- Environmental risks are evaluated through an Environmental Analysis, considering aspects and impacts.
- Our commitment to environmental stewardship drives proactive risk management.

4. Health and Safety Risk Assessment:

- We collaboratively identify main risks with input from employees.
- Classical risk assessments guide our approach to health and safety.
- Control measures are implemented to mitigate identified risks.

5. Anti-Bribery Assessment:

- We employ a Risk matrix to identify potential issues and their consequences.

Sensitive countries receive specific attention in this assessment

4.2 ANTI-CORRUPTION



ATLINKS has established a comprehensive **Code of Conduct**, which applies to all employees and consultants representing **ATLINKS**. This code reflects the company's unwavering commitment to preventing corruption, bribery, and extortion. It also underscores our adherence to rules and regulations governing these critical aspects.

Key points from our Code of Conduct include:

Employee Responsibility:

Every employee bears the responsibility to seek guidance, ask questions, and promptly report any suspected violations of the Code of Conduct.

Reporting channels include local and global management, employee representatives, and designated management personnel.

Robust Financial Oversight:

ATLINKS maintains a rigorous check and balance system for all transactions.

Our books and accounts undergo annual statutory external financial audits in both subsidiaries.

These audits serve as an essential method for identifying any irregular payments associated with bribery or corrupt behaviour.

Oversight and control are exercised by the finance, administration, and HR departments, as well as the CEO.

Internal Audits for Vigilance:

Internal audits play a crucial role in detecting deviations related to corruption and bribery.

We use these audits to objectively assess decisions made by employees, particularly in sourcing, purchasing, and service requests.

Educational Initiatives:

We have compiled a comprehensive **Code of Conduct Handbook**, equipped with tools to enhance understanding of corruption and bribery.

Risk evaluation is conducted based on geographical areas and countries where we operate.

Our training plan, initiated at the end of 2015 and beginning of 2016, covers management, purchasing personnel, sales staff, and sales agents.

In 2016, an extended training program was rolled out to all employees and consultants. This training, rooted in the United Nations' "The Fight Against Corruption," is delivered in the trainee's native language.

The UN Convention against Corruption is readily accessible in our documentation systems, available in the company's three main languages: English, French, and Spanish.

ATLINKS has also put in place a **Whistle blowing procedure** to received input from the stakeholders publicly available at its corporate website www.atlinks.com

Result:

- 0 reports on corruption among the employees or any other stakeholder
- Training spread worldwide to staff and consultants, **60%** of people is trained with Certificate of training by the UN Fight anticorruption.
- Yearly refresh during the Sustainability Awareness training.

4.3 SUSTAINABLE DEVELOPMENT: THE GLOBAL COMPACT

ATLINKS supports the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption. We commit to disclose our results with a yearly Communication on Progress (this document).



4.4 SUSTAINABLE DEVELOPMENT GOALS

ATLINKS aligns its objectives with **the Sustainable Development Goals (SDGs)**. At the company level, our documented actions are explicitly associated with the logos of each goal we actively pursue. Our commitment extends across a broad spectrum of **ten** distinct goals, which we concisely summarize in the Annex section. This summary encompasses both the specific targets we aim to achieve and the periodic reviews conducted within the reporting year.

SUSTAINABLE DEVELOPMENT GOALS



5 ENVIRONMENT

5.1 ENVIRONMENTAL MANAGEMENT

ATLINKS, although a fab-less company, maintains a keen awareness of its environmental impact. Guided by a **Worldwide Environmental Management System**, we strategically direct our efforts toward areas where our influence is most significant. These areas include:

Eco-Design:

We emphasize recycling, consider product usage, and prioritize resource preservation.

Our commitment extends to eco-friendly transportation practices.

We address waste management and the end-of-life phase for our products.

Premises Impact:

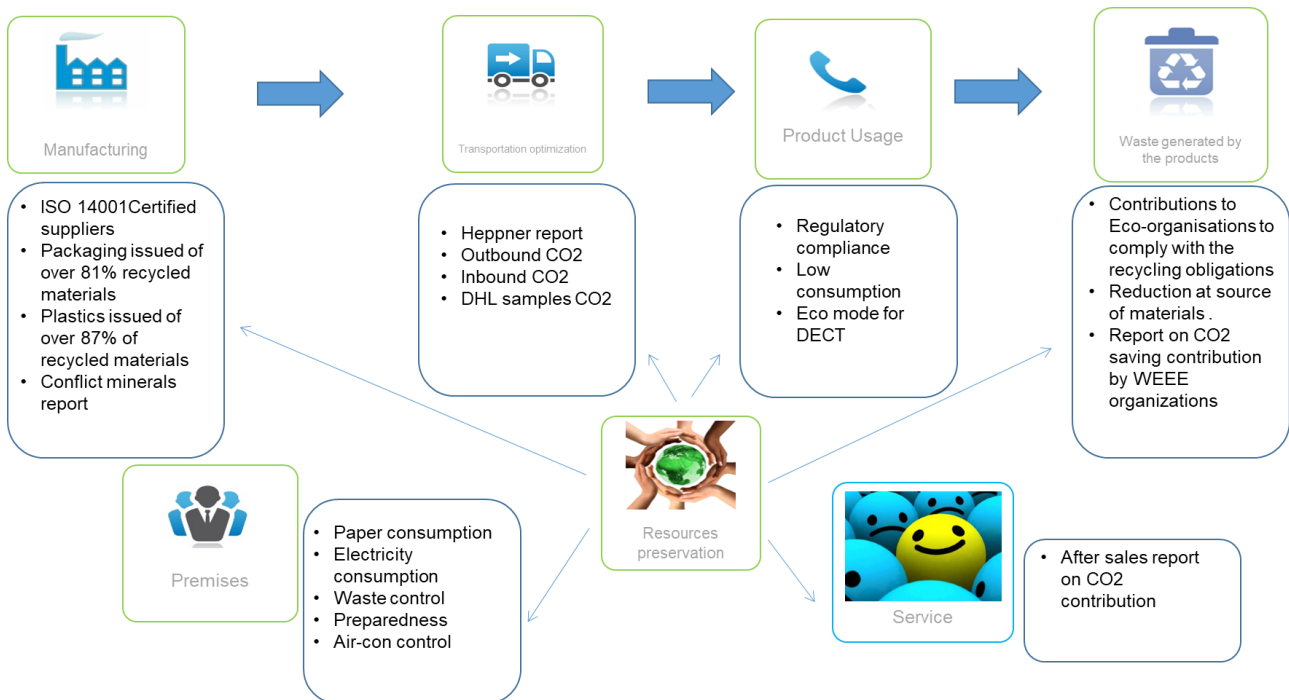
We proactively manage our premises' environmental impact.

Resource preservation measures encompass paper usage and electricity consumption.

Rigorous waste management practices are integral to our operations.

All our actions are conducted in strict adherence to **applicable laws and regulations**. Notably, our **Environmental Management System** holds certification under the international standard **ISO 14001:2015** (Certificate available in the Annex section).

Furthermore, we calculate **annual global emissions**, focusing on the most representative aspects. This assessment combines data from the **Bilan Carbone®** method and insights provided by our stakeholders. Our coverage spans **Scope 1, 2, and 3** emissions. Refer to the Annex section for further details.



5.2 ECO-DESIGN



Eco-design significantly influences the environment on a global scale. It achieves this impact through several key mechanisms:

Optimized Raw Material Usage:

By prioritizing efficient material utilization, eco-design minimizes the consumption of raw materials.

This reduction positively contributes to resource conservation.

Waste Reduction:

Eco-design strategies lead to less waste generation during the product lifecycle.

Waste reduction aligns with environmental sustainability goals.

Transportation Efficiency:

Eco-designed products facilitate higher transport quantities using existing means.

This efficiency positively affects transportation-related emissions.

In summary, eco-design substantially reduces the **carbon footprint** associated with bringing a product to market. Our commitment to eco-design spans multiple levels within our organization:

5.2.1 PACKAGING OF THE PRODUCT

Quantity of material used

Reduction of the packaging and user's guide, size and weight for resources preservation and transportation optimization. See chart below, **AWCSU: Average Weight of Consumer Sales Unit**.

- Corded has changed the size by **-8,7 %**
- DECT has kept the size

Mono-material

Our packaging is just done of cardboard material. Only small, separated plastic bags are inside the packaging to protect the accessories in some cases.

Origin of the material-Recycled material

All the cardboard used in our product is composed of **recycled material** at:

- **81%** of cardboard put on the market 2023 (stable compare to 2022)

Origin of the material from Certified Forest Stewardship Council

- Once customers requires this Certifications and we are able to provide.



Ink origin

We have banned the mineral oil inks of our packaging by mineral oil free inks which facilitates the recycling of the packaging.

- The nature of the inks used to print our packaging are **100 %** on mineral oil free inks.

User awareness on packaging disposal

We follow the recommendations from the organizations to help the users in the recycling. The below logo is printed in the boxes, to indicate the good bin where different elements of the packaging for better collection and recycling. We also inform the users of this sorting guidelines in our brand websites.

- France:



- Spain:



- Italy:



5.2.2 PRODUCT

Material reduction

Reduction of the products weight (less material used) over the years, see chart below on Average WEEE per product.

- Decrease **(-6,36%)** even if sold bigger product dedicated to the elderly.

Recycled plastic

The resin plastic raw material used to manufacture our products has origin of recycled plastic at:

- **89%** in the products put on the market in 2023 (stable vs 2022)

Product consumption

Since 2007 we implemented the EuP regulation to reduce the product consumption in its life in used and idle state (all products compliancy).



Our cordless Solo products are provided with an automatic Eco-mode system which limits the power of the handset when on or close to the base. This action limits the power consumption on talk mode.

User awareness on product disposal

We follow the recommendations from the organizations to help the users in the recycling of the product at end of life. The below logo is printed in the boxes, to indicate the good place where the product can be collected for recycling.



Chemicals management

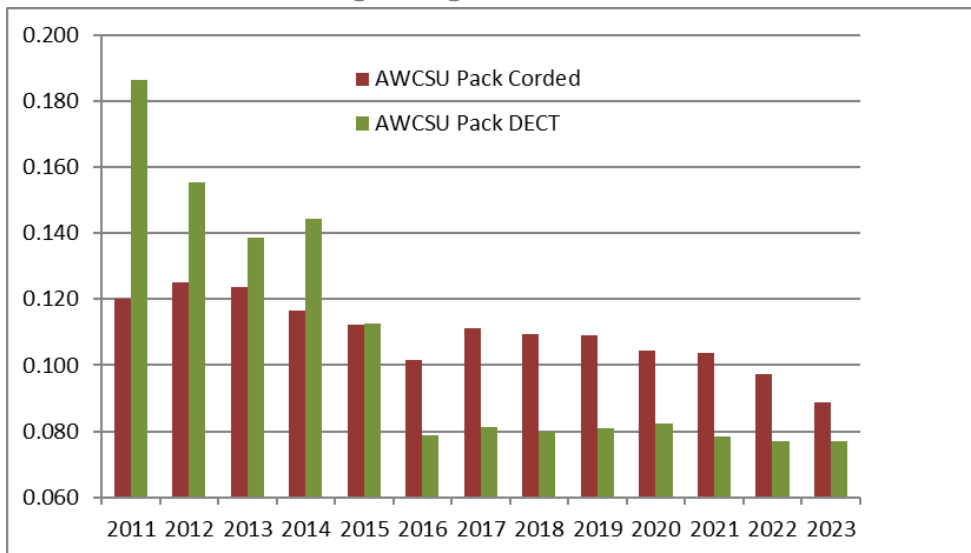
See chapter 5.7 specifically dedicated to this subject.

Origin of metals used

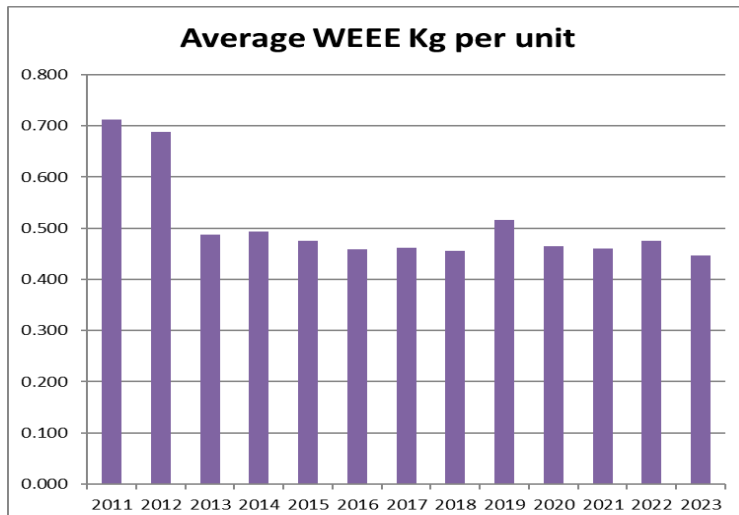
See chapter 8.7 dedicated to Conflict Minerals.

Results:

AWCSU: Average Weight of Consumer Sales Unit



Average WEEE Kg per unit



5.3 ENERGY



The most significant energy consumed in our premises is due to the Information system infrastructure and its air conditioning, and heat/aircon means. We could see that the impact of the distance working with the pandemic was little, since the IT infrastructure should be always running to insure our operations.

IT infrastructure, such the two Data Centers we contracts have a running Energy Management System, which has been Certified ISO 50001.

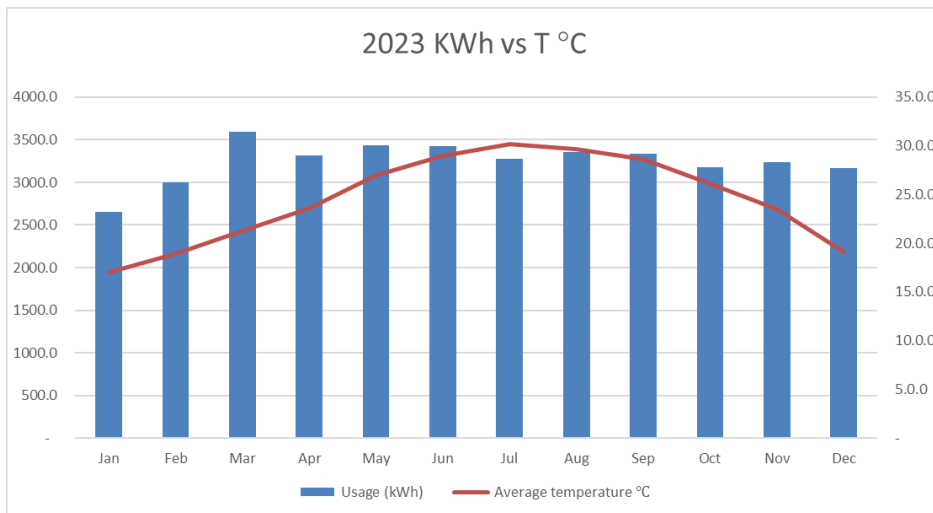
Employees are aware of simple saving reflexes.

We use full LED lamps in our sites as soon as we need to change them.

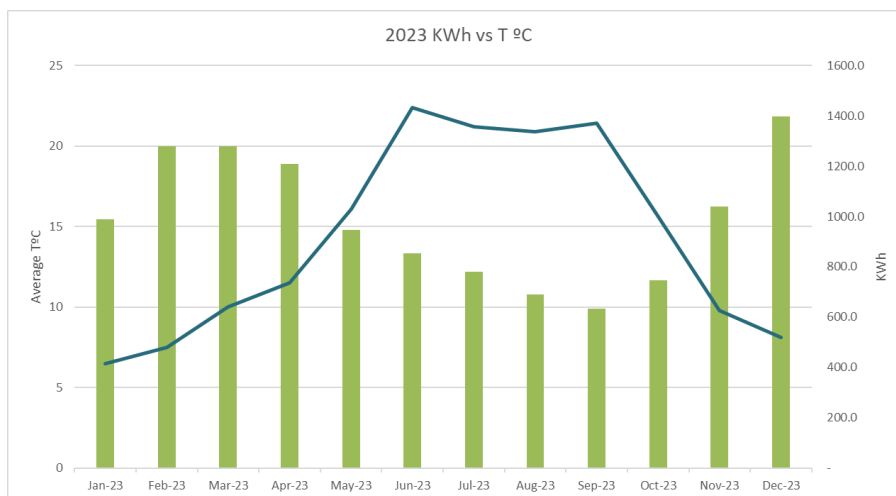
Consumption is being followed in a monthly basis compare with temperature for correlation with the consumption of heat or air conditioning. Ratio of the consumption to the surface and the number of employees is also monitored, as well as the CO₂e, in a yearly basis.

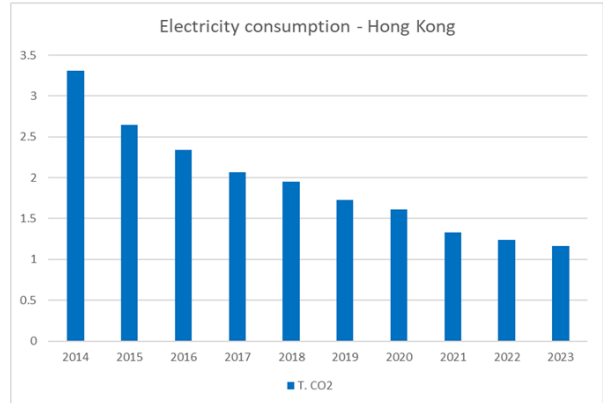
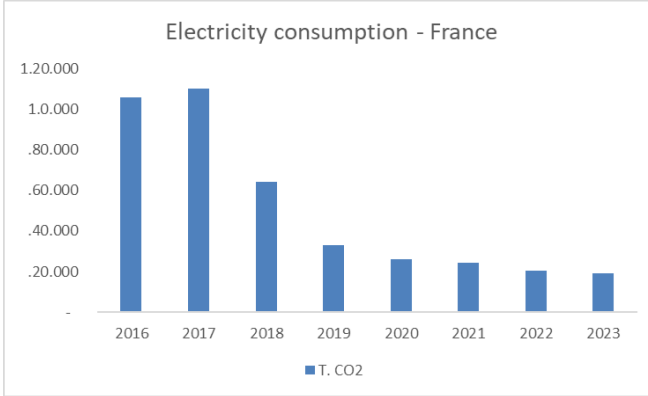
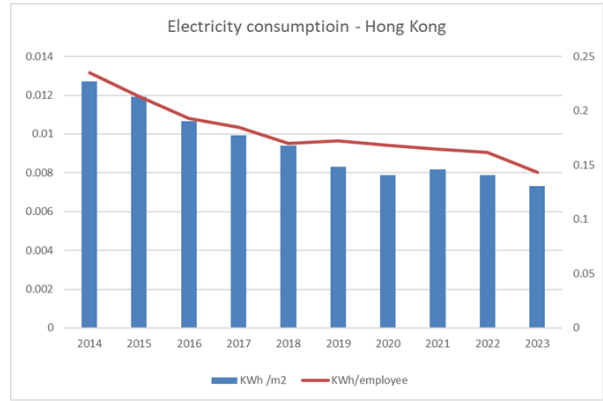
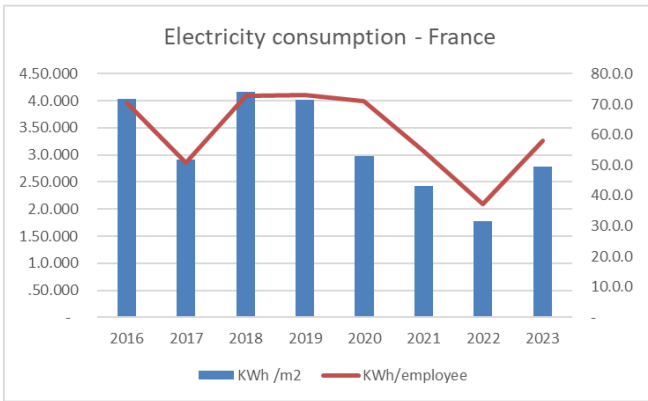
Results:

Electricity Hong Kong office: +1,3% vs 2022



Electricity France office: +56% vs 2022





5.4 WATER



ATLINKS' direct operational impact on water is confined to sanitary use within our office buildings. Our employees are conscientious about adopting water-saving practices. Both offices are equipped with automatic-off taps. However, we do not have separate water meters in either office to measure our overall impact.

5.5 WASTE



Waste Management Practices at ATLINKS are basically:

Waste Separation:

In both **Hong Kong** and **France**, **ATLINKS** diligently manages waste separation. Specifically, waste categories such as paper, carton, and other materials are meticulously handled.

Within our **Sales Representation Offices**, the responsibility for waste management lies with the respective business centres where these offices are located.

Hazardous Waste Management:

We address hazardous waste, including:

WEEE (Waste Electrical and Electronic Equipment) from samples.

Used **toner cartridges, ink cartridges, and batteries.**

To ensure proper disposal, we collaborate with a specialized company.

This company collects and treats waste that falls outside the scope of municipal services.

Specific Practices:

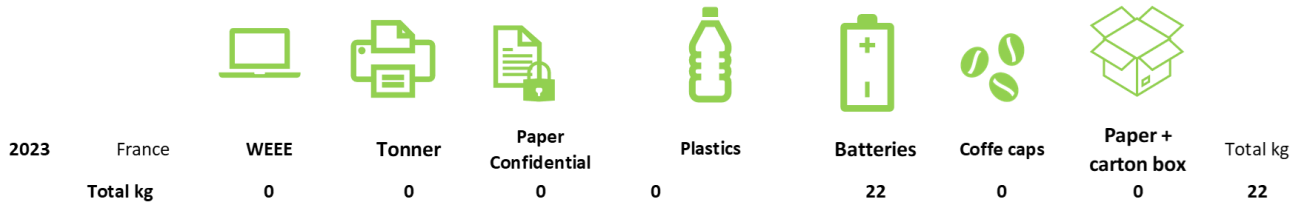
France: Waste generated at our French premises undergoes professional collection and treatment.

Hong Kong: Similar waste types are collected and deposited in appropriately designated recyclable bins. The entire process is meticulously tracked and registered through the **GREENS\$** program.

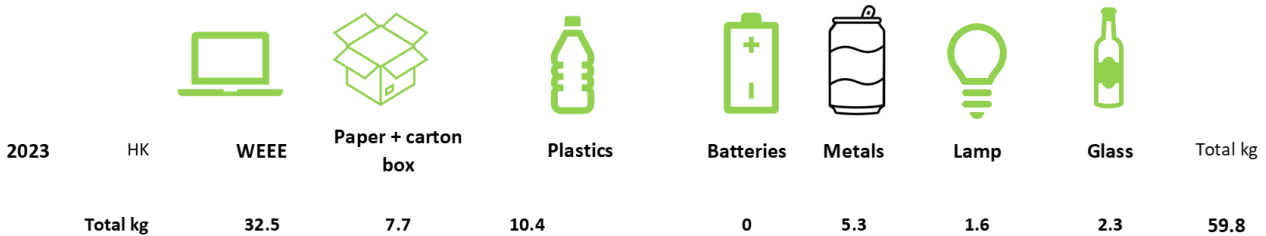
Through these conscientious practices, **ATLINKS** upholds its commitment to environmental responsibility.

Result:

France:



Hong Kong :



5.6 TRANSPORTATION



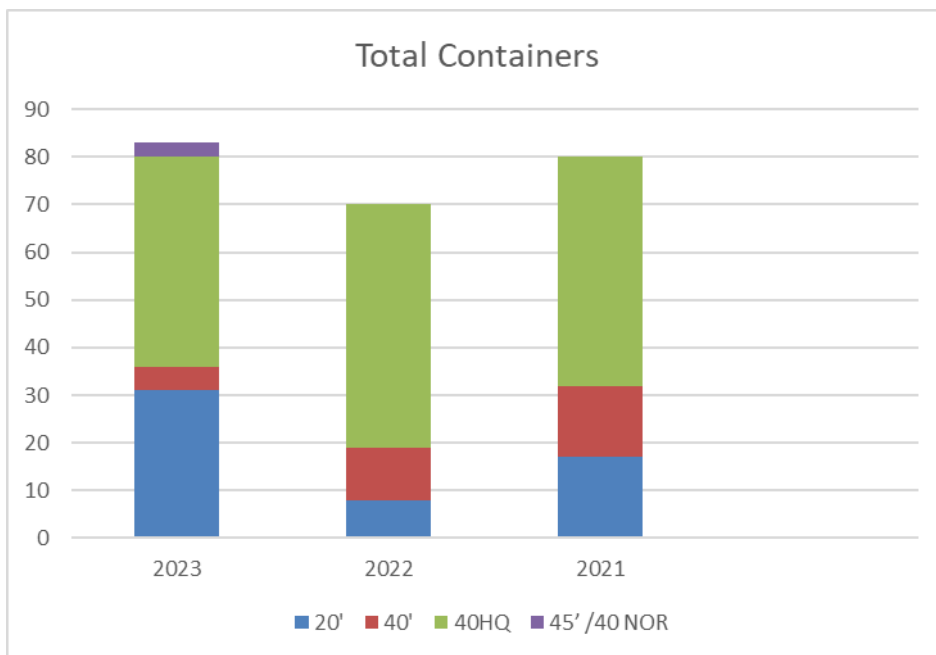
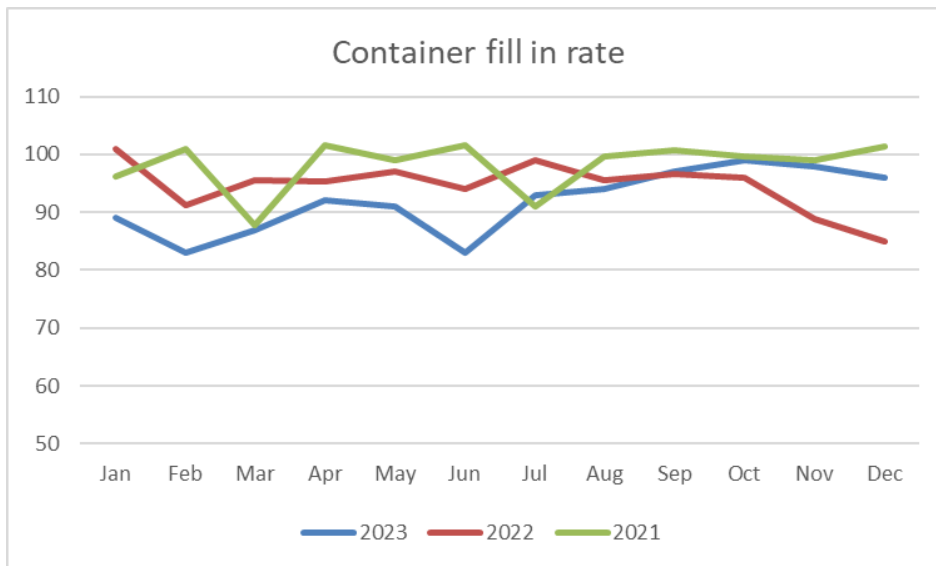
ATLINKS recognizes that transportation plays a pivotal role in our environmental impact. Over the years, we have diligently worked to minimize our carbon footprint by prioritizing sustainable practices. Specifically, we have taken the following measures: **Air Transportation Avoidance** and **Emphasis on Sea Transportation**. Through these deliberate choices, we strive to harmonize our operations with environmental well-being.

5.6.1 INBOUND TRANSPORT

One of our environmental programs has been to use higher size containers, optimize the containers capacity to be able to put a maximum of products using the same transport effort, thus reducing the CO2 impact for this activity.

Result:

- We have average rating of fulfillment **91,83% in 2023** vs 94,59% in 2022 (general logistics difficulties in the industry).
- We increase the size of the containers: Transportation using **40HQ containers** are **53% in 2023** vs 73% in 2022.

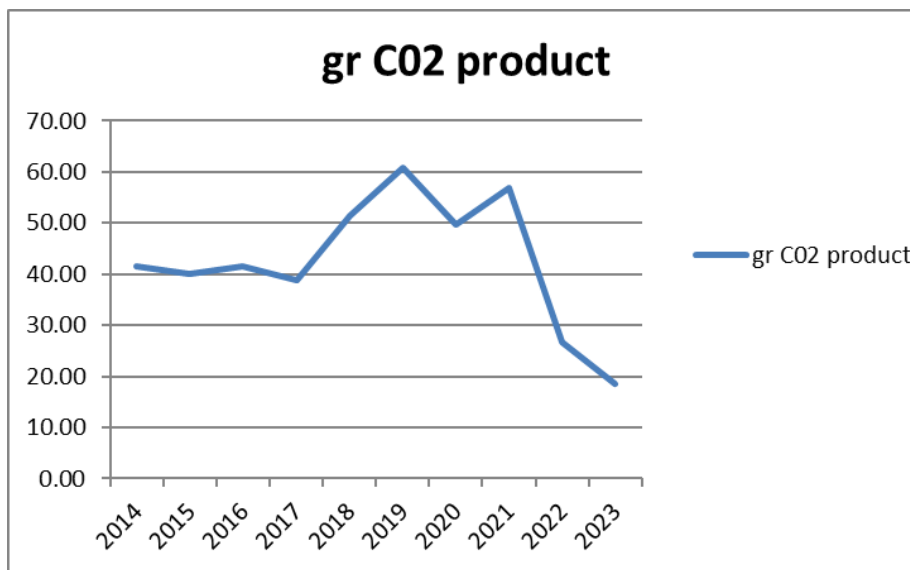
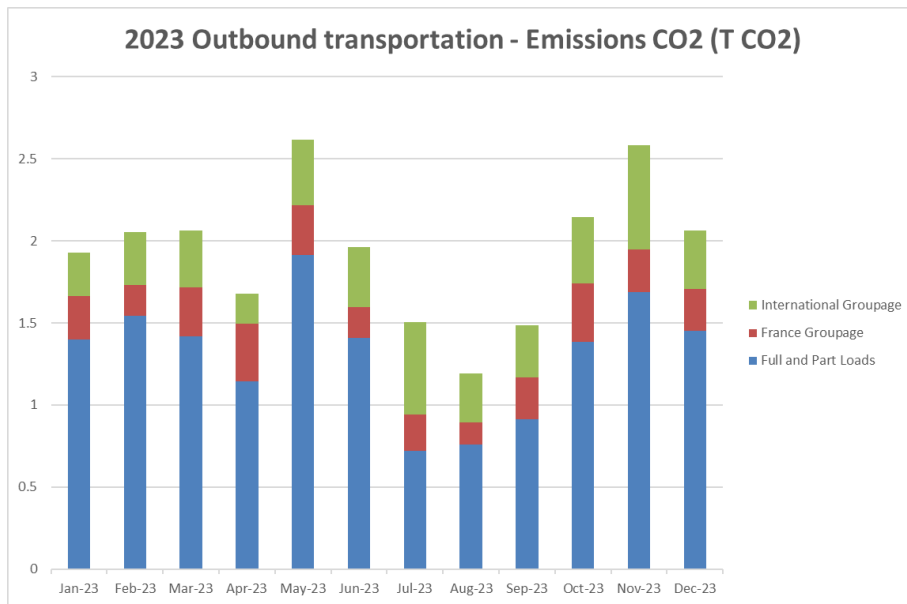


5.6.2 OUTBOUND TRANSPORT

Since the end of 2014 we are also following the outbound transportation, so we can eventually take some measures to reduce the impact. Our logistics 3rd party is an essential collaborator to support this action. For this year we are using other countries 3rd parties, but we are not able yet to add their contribution on CO₂e.

Results:

- Total 23,28 T CO₂e



5.7 CHEMICALS MANAGEMENT

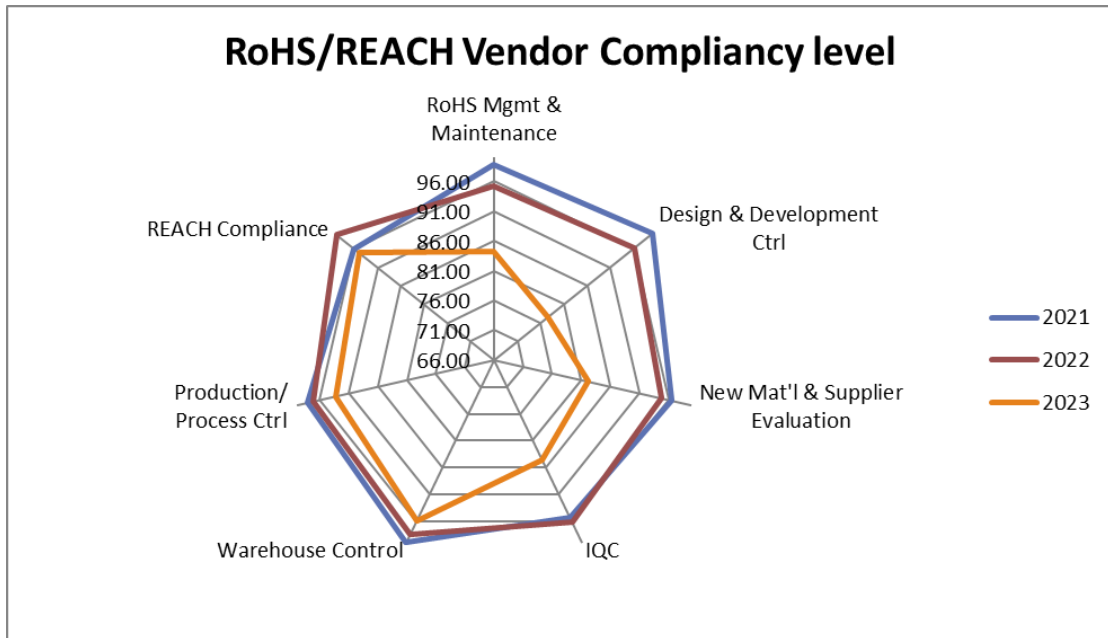
ATLINKS follows the regulations in force regarding the restriction of use of certain substances, and make sure that the products comply with all regulations in force regarding these aspects, in particular the RoHS (Restriction of Hazardous Substances) and REACH (Restriction, Evaluation, Authorization of Chemicals).

We request to the manufacturers to provide every year with the declaration of substances contained in each product and the compliancy with the RoHS regulation.

ATLINKS performs Suppliers Audits to make sure the control on those substances is made properly at the manufacturing sites. We also keep record of all the Certificates issued by our vendors in our Documentation system.

Results:

- Vendors audited since end 2022 to end 2023: **100 %** of vendors.
- Objective 90% compliant: **result 87,53%**.



5.8 PRODUCTS END OF LIFE. RECYCLING



ATLINKS participate with several organizations for the collection and recycling of the waste produced by the products all over Europe (**Take back programs**).

- Packaging
- WEEE
- Batteries

We declare the units put into market and weight of the different elements to be collected and contribute financially to the collection, recycling of the waste produced by our products.

We participate in several “take-back programs” to reduce those wastes.

	FRANCE	SPAIN	ITALY	GERMANY	UK
WEEE					
BATTERIES					
PACKAGING					

5.9 SUPPLIERS ENVIRONMENTAL ASSESSMENT

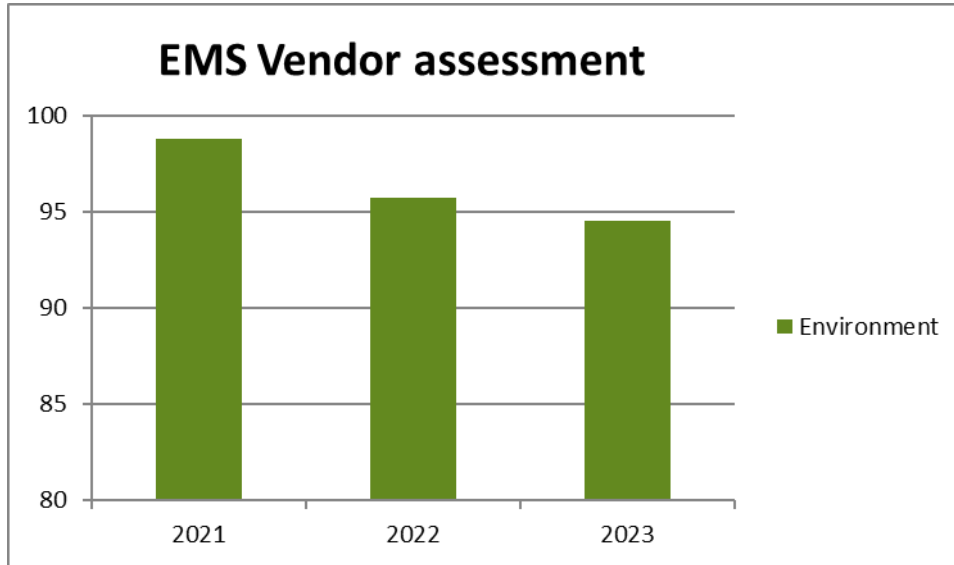


For **ATLINKS** its suppliers are one of the main stakeholders, and since many years a process of Selection and Evaluation of suppliers is being applied with success.

We evaluate by audits and rating our suppliers in their environmental management systems. The average rating from 0 to 100 is shown in the following chart for the 3 last years.

Results:

- Vendors audited since end 2022 to end 2023: **100 %** of vendors.
- Objective over 90% result: **94,56%**



5.10 ATLINKS PREMISES

We have followed few programs:



Waste separation (paper, carton, others): Hong Kong and France, handle by **ATLINKS**, in the other Sales representation offices managed by the business center where located. Management of Hazardous Waste (WEEE from samples, toner cartridges, ink cartridges) Paper consumption monitoring (Hong Kong and France site)

EDI for many transactions with customers to avoid paper invoices (save paper and transport)

New management of Certificate of Origin, to avoid, paper, express courier between China and Europe.

Results:

Usage of Paper in premises:

Average daily pages consumption	2018	2019	2020	2021	2022	2023
Hong Kong	495	348	311	338	318	275
	10.5%	-42.2%	-11.9%	8.0%	-6.3%	-15.6%
France	250	188	139	67	75	75
	5.2%	-33.0%	-35.3%	-107.5%	10.7%	0%

5.11 ENVIRONMENTAL COMPLIANCE

As part of the commitment of Compliance with laws and regulations in the frame of the Management systems certification, **ATLINKS** have given provisions to identify the applicable laws and regulations, evaluate its compliancy and regularly survey the modifications. Part of the provisions are the subscription to a specialized platform in France, Novallia (novallia.com), and the follow up of the Hong Kong related ordinances. **ATLINKS** keeps records and inform the management of the compliance situation every 6 months.

6 LABOR PRACTICES AND DECENT WORK

In **ATLINKS** operations countries we have been always respectful with the local laws and regulations which comply with the respect of the Human rights. We also have requested to our suppliers to be compliant with it and we make audits to all of them to ensure the compliancy.

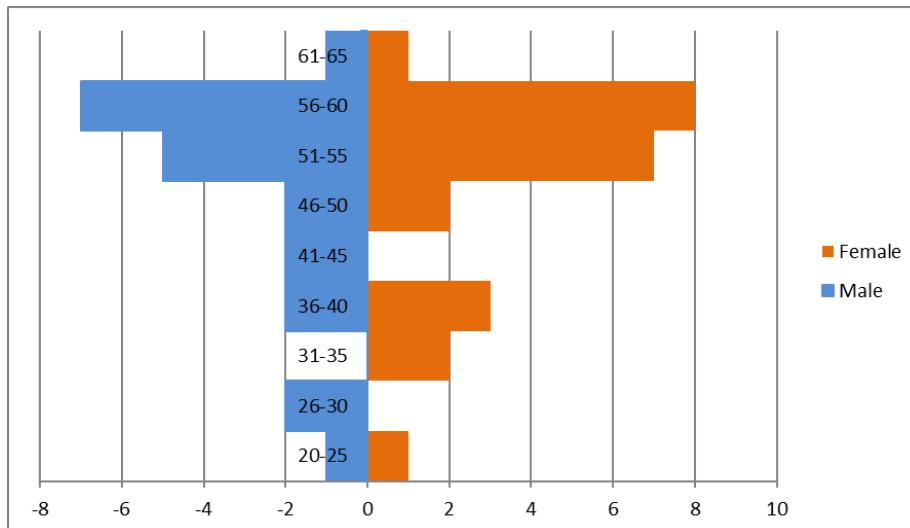
6.1 ATLINKS STAFF



Most of our staff is issued from the Joint-venture between Alcatel and Thomson in the early 2000's. We have a little turn-over and there is a natural equilibrium on female/male collaborators.

Management at first level of reporting to CEO is balanced female/male.

The recruitment level is very small, since the company had been structured at its creation in 2010 to the level of staff coherent to the operations in a very competitive and non-growing market.



6.2 EMPLOYEES INSURANCES AND MEDICAL CHECKS



All **ATLINKS** employees are entitled to a personal and family medical insurance, as well as travelers' insurance, when travelling on the company mission.

Wherever the regulations require a medical check, they are duly performed. Records are kept in the HR files.

6.3 CONTRACT OF PROGRESS. LABOR /MANAGEMENT RELATIONS

The management and the employees fix the objectives for the year. There are individual and/or team objectives. Those are reviewed in a year basis on a meeting of the employee with his manager. It is also the moment where the competences and training can be reviewed. 100% of the employees are covered by this process.

Result:

- All employees followed the review.

6.4 ORGANIZATIONAL HEALTH AND SAFETY PROGRAMS



Within the framework of the OHSAS Management systems the following programs have been deployed in relation with the hazards and risk level identified by the company and its employees.

Health

- E-mail management guidance for the stress reduction (100% of staff)
- Ergonomic assessment on the use of computer and screen. (1 site Hong Kong)
- Office exercising guidance (2 sites France and Hong Kong)
- Anti-smoking campaign in the French subsidiary in November.
- Pandemics management following the government instructions. Adaptation to the changes.

Safety

- Staff has been trained to the fire risk, by performing evacuation drills and the usage of fire extinguishers (2 sites, France and Hong Kong)
- First Aid Kit
- Driving safe chart published and sign by the company car drivers (100% of company drivers).
- Driving safe training has been provided to the company drivers. 100% of company drivers have completed the training.

Results:

- At **ATLINKS** it has been **1 accident** in 2023 (not sick leave).
- 1 Evacuation drill in France
- 1 Evacuation drill in Hong Kong

6.5 TRAINING AND AWARENESS



The aim of training is to contribute to the development of the competencies of the staff, to better address existing and future needs of the Company, and:

- To identify the technological and organizational evolutions,
- To anticipate and accompany professional evolutions of the staff according to the Company needs,
- To improve on the level of expertise, knowledge, and competency of the staff.

A training plan is established as per company and staff needs.

There are trainings and awareness meetings organized yearly on the field of Quality, Environment, Health and Safety and Sustainable development areas, for all the staff.

Results:

- Training provided as per training plan in both entities.
- Training Hours average per employee and consultant: 2.45 hours

6.6 DIVERSITY AND EQUAL OPPORTUNITY



ATLINKS is a very international company, with a mix of nationalities in each country where operates. There are “foreigners” in all entities:

- We do have a total of 3 nationalities belonging to 2 continents.
- Despite of being a technology company, there is a good balance in genders (male 48% and female 52%).

6.7 HANDICAP



The little turn-over and the lack of manpower growth, makes difficult to **ATLINKS** to hire handicapped people. However, a diagnostic has been performed by external consultant (Alther, Enterprises and Handicap) in February 2014 to improve the performance in this field.

A decision has been made and since then we have identified one supplier for dealing with the WEEE office waste, and the rest of office recyclable waste, who is an “ESAT” (*Établissement et services d'aide par le travail*) and can provide the Certification of equivalent working worked for **ATLINKS** by handicapped staff.

Results:

- In 2022 the cost of the handicapped labor is up to 168,2 €

6.8 SUPPLIERS ASSESSMENT ON HEALTH AND SAFETY

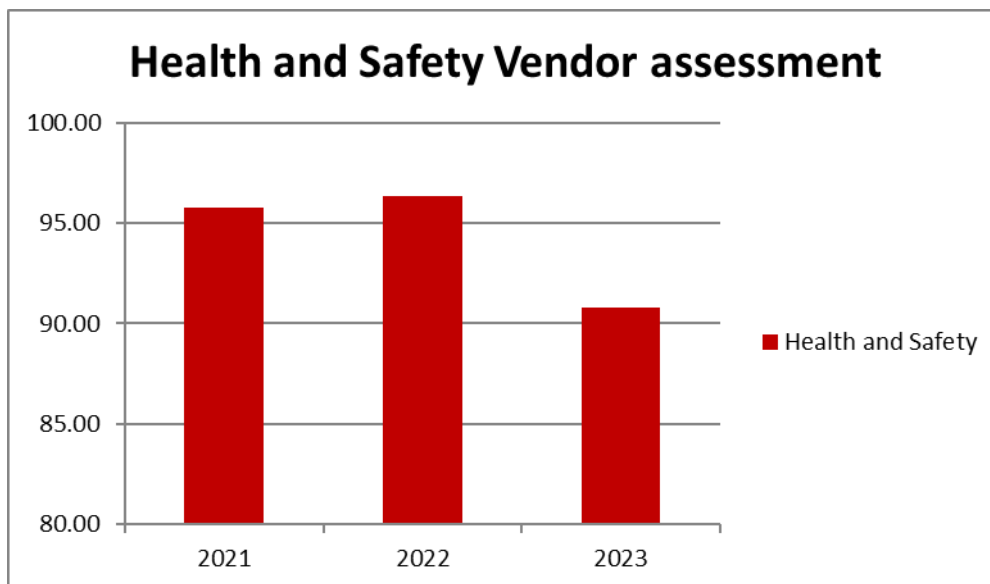


For **ATLINKS** its suppliers are one of the main stakeholders, and since many years a process of Selection and Evaluation of suppliers is being applied with success.

We evaluate by audits and rating our suppliers in the Health and Safety aspects. The average rating from 0 to 100 is shown in the following chart for the 3 last years.

Result:

- Vendors audited since end 2022 to end 2023: 100 % of vendors.
- Objective over 90%; result: 90,78%



6.9 COMPLIANCE ON HEALTH AND SAFETY

As part of the commitment of Compliance with laws and regulations in the frame of the Management systems certification, **ATLINKS** have given provisions to identify the applicable laws and regulations, evaluate its compliancy and regularly survey the modifications. Part of the provisions are the subscription to a specialized platform in France, Novallia (novalia.com), and the follow up of the Hong Kong related ordinances. **ATLINKS** keeps records and inform the management of the compliance situation every 6 months.

7 HUMAN RIGHTS

7.1 NON-DISCRIMINATION AND HARASSMENT

ATLINKS ensure that their employees are afforded an employment environment that is free from physical, psychological, and verbal harassment, or other abusive conduct, and provide equal employment opportunity to employees and applicants for employment without discrimination.

ATLINKS has provisions such as internal rules to ensure the respect of this principle, and **ATLINKS** displays these regulations publicly at its premises, for any employee or applicant to be aware of.

7.2 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING



ATLINKS has always guaranteed the freedom of association in full compliance with current regulations. The employees are represented by electing their representatives.

Human Resources and Management are in direct contact with the representatives and staff, with a formal and informal interchange of news and information.

In accordance with unions and/or representatives **ATLINKS** verifies the strict application and interpretation of provisions stated in the existing National Collective Labor Contract; performs and follows all stages of any negotiation.

Results:

- Regular summary meetings are issued per year (mainly France and Spain sites)
- Elections are organized as per the local regulations: 2023 no candidates at representatives Election for France.

7.3 CHILD LABOR, FORCE AND COMPULSORY LABOR

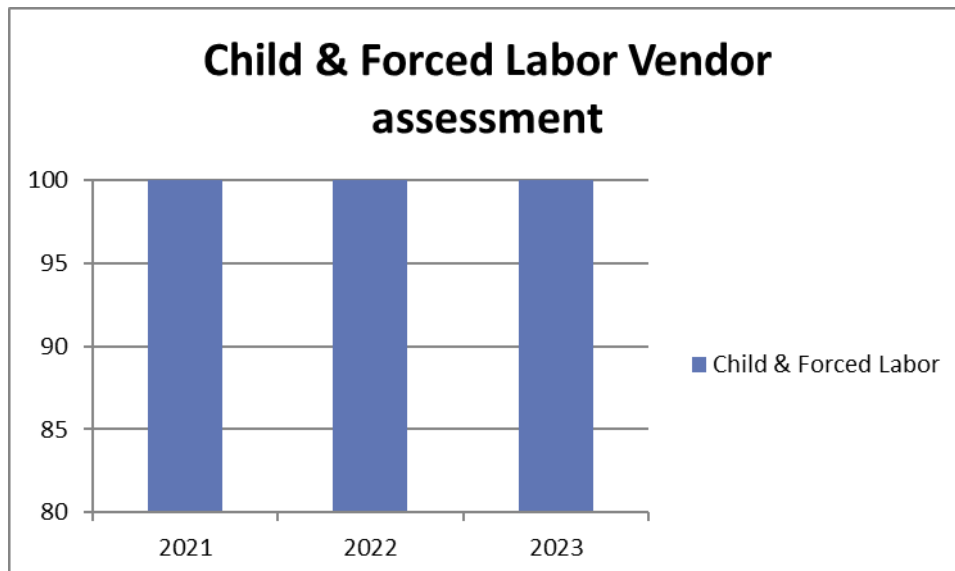


For **ATLINKS** its suppliers are one of the main stakeholders, and since many years a process of Selection and Evaluation of suppliers is being applied with success.

We evaluate by audits and rating our suppliers to avoid child labor and any compulsory or force labor. The average rating from 0 to 100 is shown in the following chart for the 3 last years.

Result:

- Vendors audited since end 2022 to end 2023: **100 %** of vendors.
- Objective over 90%; result: **100%**



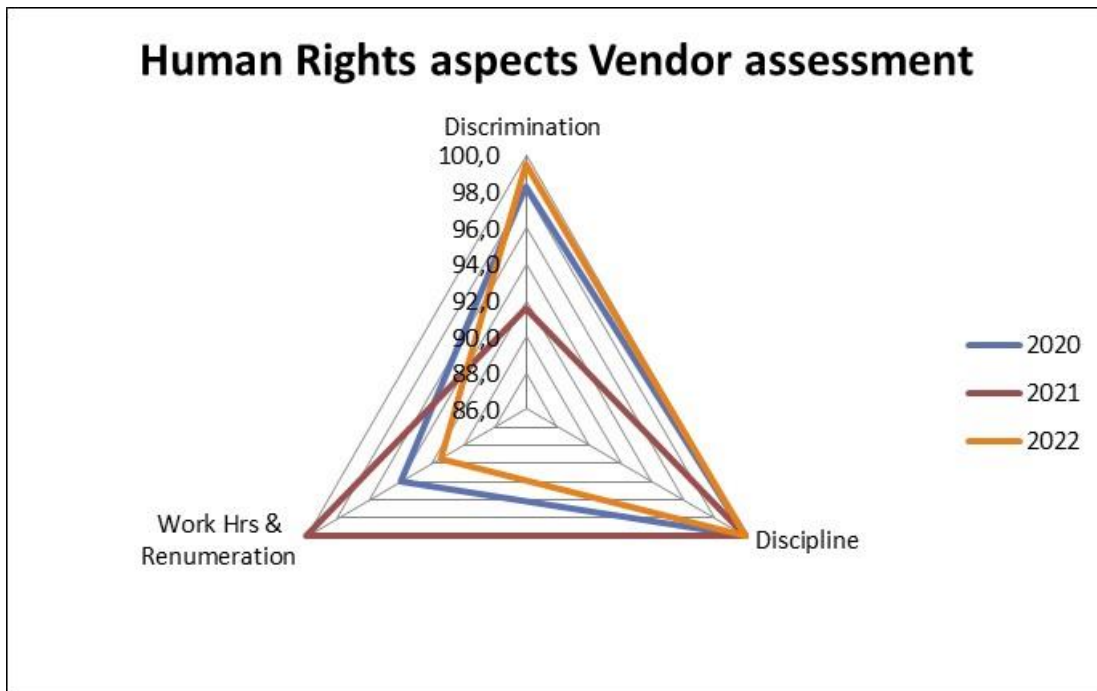
7.4 SUPPLIER HUMAN RIGHTS ASSESSMENT

For **ATLINKS** its suppliers are one of the main stakeholders, and since many years a process of Selection and Evaluation of suppliers is being applied with success.

We evaluate by audits and rating our suppliers to warranty the respect of human rights. The average rating from 0 to 100 is shown in the following chart for the 3 last years.

Result:

- Vendors audited since end 2022 to end 2023: **100 %** of vendors.
- Objective over 90%; result: **96,99%**



7.5 SECURITY PRACTICES

As part of our Health and Safety Management systems **ATLINKS** follow the labor regulation to secure the activities of its employees and stakeholders. Based on the Safety risk assessment some provisions are put in place for security, such as regulatory verification and reviews of its safety installations, fire extinguishing means, and performing evacuation drills. Awareness and training are provided to the staff.



Company drivers have signed the *“Drivers Commitment Chart”* with strong commitments in security practices.

8 PRODUCT RESPONSIBILITY

8.1 CUSTOMER HEALTH AND SAFETY

ATLINKS cares about the Health and Safety of the users, and it complies with the relative European directives on Low voltage (2006/95/EC) and Electromagnetic compatibility (2004/108/EC).

Tests are performed to safety products before putting into market and keep records for compliancy demonstration.

Most of our products are tested against these directives even if they are not for Europe.

8.2 PRODUCT LABELING

Our products are labeled in conformity with the applicable laws and regulations: CE, cross-bin-wheel, and some other areas requirements.

8.3 SERVICE CENTER, CONSUMER SUPPORT



Within the frame of our Quality Management systems, we put the customers in the center of the targets. We do all the best to listen to them and give a maximum of satisfaction:

- We have a web site with customers interface to ask the questions related to product or our services
- We do provide our user's guides in an extended version, to include in the packaging only simpler version (less paper to print).
- We received letters to give us feedback in our service
- We have a Call Center (Hot line) to provide support for the use or what to do in case of doubts, or any quality issues with the products.
- We provide 2 years warranty for better satisfaction.
- We have implemented a Service Center to repair or refurbish the products.
- Service Center also provide a good information about the quality of the products and eventually the improvements to implement to avoid any quality problems, particularly in the NOT FAULT FOUND category, which indicate other issues than failure of the products
- The Service Center has an integrated Management System Certified, for Quality, Environment, Health and Safety and Information Security.
- The Service Center also manages the WEEE following the European Directive 2012/19/EU.

Result:

- The return rate has been constantly decreased and arrive to a very low level, indicating a very reliable product.
- The second-year (even third for Spain) warranty appears to be a very little impact in our operations.
- The complaints from customers are become more compliments and just questions asked.
- The hot line provides a good service level.
- The products are more reliable and then less Waste to produced.
- The information provided to the customers makes the need to bring the products to the Service Center avoiding unnecessary transportation or refurbished products.
- The extended version of user's guide available on the web makes less paper to print, less weight to transport and less waste to handle at the end of life for products.
- High level of reparability index for our mobile phones, increased in the last year:



- The service provided by our repairing system during 2022 has avoided: 94191 kgCO₂e (Method Bilan Carbone®) , 88 % ratio CO₂e avoided.

8.4 CUSTOMER PRIVACY

ATLINKS adheres to **Regulation n°2016/679**, commonly known as the **General Data Protection Regulation (GDPR)**, which governs the protection of customer data. This regulation imposes mandatory compliance on all suppliers who interact with **ATLINKS'** customers. To ensure full adherence to the directive, we have established a specific program.

Key points include:

Data Centers and Service Center:

ATLINKS subcontracts two Data Centers and a Service Center (Ingram), all of which manage customer data.

These centers operate under an **Information Security Management System**, certified ISO 27001.

This certification guarantees the technical measures necessary to safeguard customer data.

Internal Information Security Measures:

ATLINKS has implemented an **Information Security Management System** internally.

Our employees and consultants receive awareness training emphasizing the critical importance of data protection.

We employ technical and material measures, including secure handling of paper confidential information.

Sensitive waste, such as confidential paper, is collected in protected bins and disposed of periodically.

A **Certificate of Destruction** is issued by the company responsible for managing this sensitive waste (Cèdre).

8.5 PRODUCT COMPLIANCE

ATLINKS has a process in place to follow the different regulations, thru alerts, webinars, seminars, newsletters, and some external assessments by notified bodies, to follow the European regulations. For other areas we rely on a network of professionals (technical people, labs, and commercial people) to provide the changes applicable to **ATLINKS**.

The compliancy to regulations is one of the main requirements to put products in the market.

8.6 PRODUCT EXTERNALS EVALUATIONS (ECO-RATING)

ATLINKS participates to an initiative done by one of its customers to the evaluation of the products Environmental performance called Eco-rating, with the contribution of WWF.

The Environmental performance of the products is based on:

CO2 footprint for the product (simplified calculation with specific methodology)

Natural resources preservation evaluation

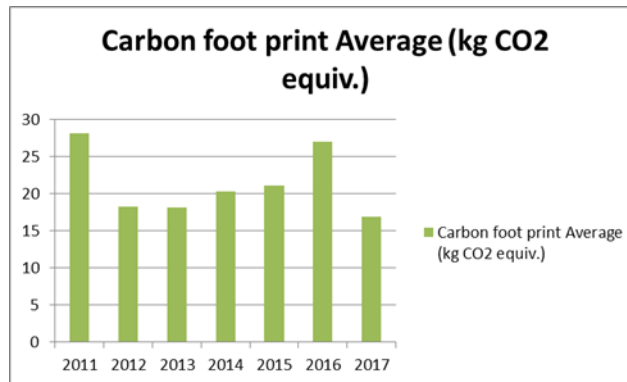
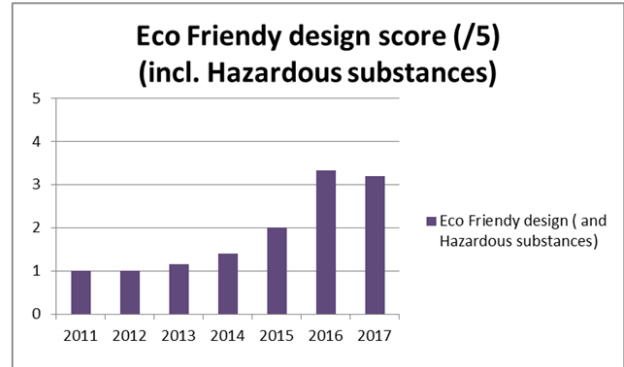
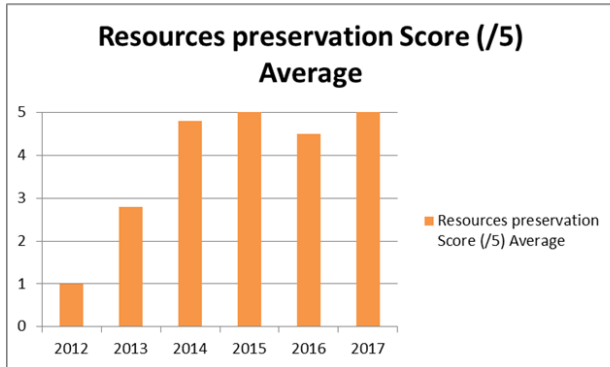
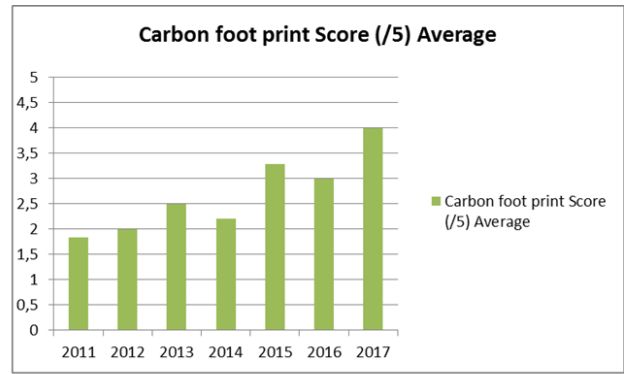
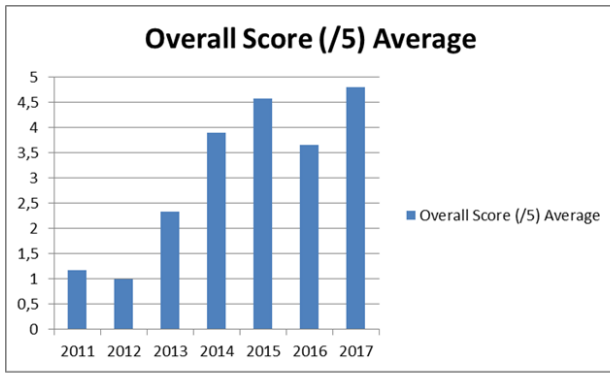
Eco-design

The marks are in a 5 basis and are displayed in the shops and the website.

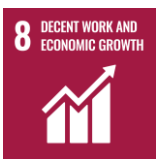
Result:

ATLINKS keeps the track of record for 6 years.





8.7 CONFLICT MINERALS TRACEABILITY



ATLINKS is not a manufacturer, but we have been questioning our vendors on the use of some metals like: Gold, Silver and Tin.

In this process there is also the concept of Origin of Rare metals, and its traceability.

We are putting in place a process to request the traceability for information to our main suppliers of fixed and mobile phones (top 3 of our purchase value), to study the following metals origin: Gold, Tin, Tungsten, Tantalum (3TG) and Cobalt.

Process:

1. Conflict Mineral Reporting Templates based on Responsible Minerals initiative, are sent to our vendors once every two years.
2. We question main vendors
3. Collection of data and analysis
4. Record the information on our Documentation System.

Result:

- We have received the completed CMRT questionnaire, for the 3 main suppliers representing 81% of our sales worldwide in 2023.

9 SOCIETY

9.1 COMMUNITY INVOLVEMENT AND DEVELOPMENT

9.1.1 ELDERLY DEDICATED PRODUCT RANGE



ATLINKS has dedicated 2 brands to develop products for the access of technology to the elderly.

The specific design and functionalities are helping to elderly people for an easier access to communication, and leisure.

By this action we integrate the elderly into the digital society, facilitate the intergenerational communication and give access to information in an adapted way.

Results:

- 2 full ranges of products including fixed line, mobile phones, TV headsets, and hearing aid compatible communication products have been specially developed for this kind of population.
- 2 brands dedicated to elderly people.

9.1.2 EMMAÜS- JUNE 2019



Since many years we donate to Emmaüs some of our stock of product.

ATLINKS Europe donated over **119 phones** in perfect working conditions to be sold in the “solidarity day sales” organized by Emmaüs in Paris in 2019. Since 2020 the event did not take place due to the pandemic.

Emmaus (Emmaüs) is an international solidarity movement founded in Paris in 1949 by friar Abbé Pierre to combat poverty and homelessness. Group of associations present in 39 countries.



9.1.3 TÉLÉTHON: OCTOBER 2022 TO JANUARY 2023



Since 2015 every end of the year and in collaboration with Screelec, **ATLINKS** team participate at a special collection of batteries in our premises for giving a donation to the **Téléthon**. **22 kilograms** of batteries and accumulators are collected by the contribution of the Europe employees in the campaign from October 2022 to January 2023. A new campaign has been started in October 2023.

Téléthon is a televised fundraising event that lasts many hours or even days, the purpose of which is to raise money for medical research in the domain of rare sickness.



9.2 ANTI-COMPETITION AND RESPONSIBLE MARKETING



ATLINKS protects and respects the intellectual property by means of contractual commitment with suppliers and customers. Specific legal counsel support is assigned whenever necessary for ensuring these aspects.

Result:

- 0 reports on anti-competition by any stakeholder

Our Customer Service is open to contact with final customers by different means: standard mail, e-mail, phone, etc. We put at customer disposition also a Hot line to help customer with any difficulties or information required.

We answer to any question whenever customers ask to us, providing satisfactory service not only with our products but with any information regarding our practices.

We do have [Customer Complaints procedure](#) that covers all questions in quality, environment, or CSR issues.

Result:

- Most of the customer letters or emails are inquiries or request for documentation.
- No CSR issues reported this year.

9.3 CSR SUPPLIERS – AUDITS



Our Product Manufacturing suppliers are one of our main stakeholders and are considered as partners by **ATLINKS**. We do have a long relationship with most of them, but we are always in the move of qualifying new partners for new kind of products.

ATLINKS has a [Manufacturing Supplier Code of Conduct](#), to which every supplier must stick to compliance. This Code of Conduct covers all the domains where **ATLINKS** require attention: Compliance, Human Rights, Child Labor, REACH and RoHS, Environment, Health and Safety, among other requirements.

Our [Suppliers Selection and Evaluation process](#) is running for many years, and we do have an excellent track of record for all of them.

We do request to them to have different Certified Management Systems: Quality and Environmental; and to achieve the maximum of our confidence, a Health and Safety Management Systems, and a Social Accountability Management System.

We also monitor by audits the compliance with the RoHS and REACH regulations to avoid hazardous and prohibited substances in our products (already reported above in this document).

The Selection and Evaluation is based in many criteria, and apart for most of the Quality, Financial, and Operational, we also include Corporate Social Responsibility, listed in the Manufacturing Suppliers Code of Conduct.

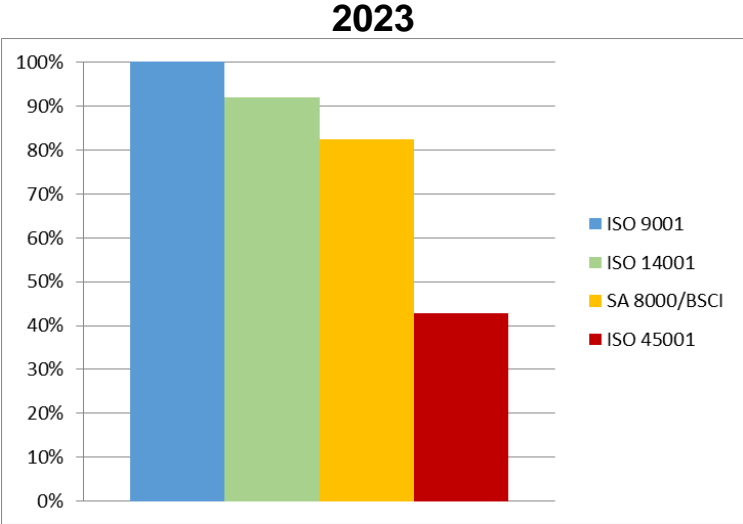
We do perform every year a complete Evaluation on those criteria for 100% of our Product Suppliers.

Whenever a supplier is not more in our standards and it is not capable to provide the appropriate corrective actions, we can disqualify them.

Results:

- Percentage of Suppliers who has signed the Supplier Code of Conduct: 100%
- Other Certifications of Suppliers:

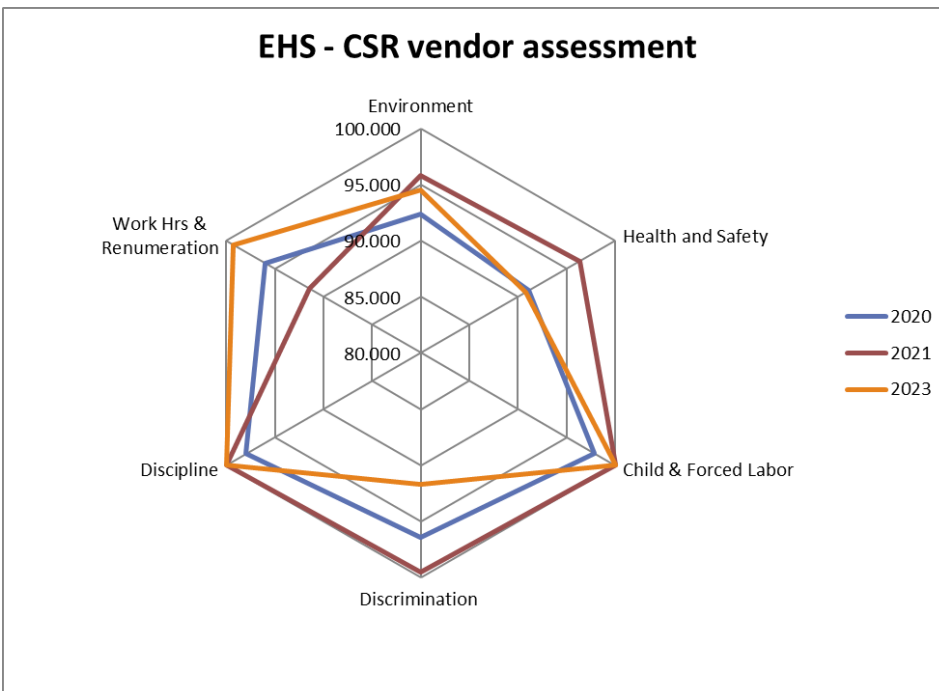
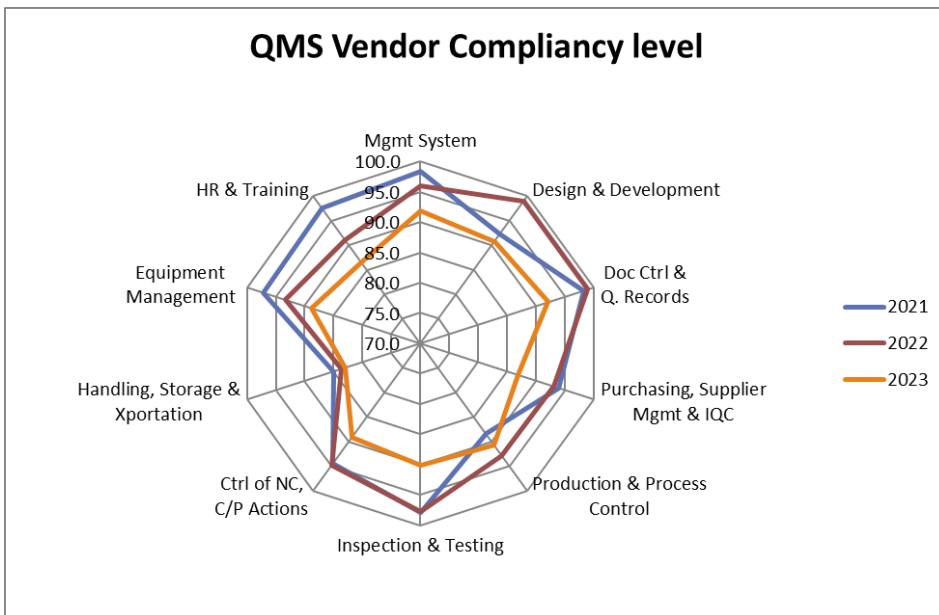
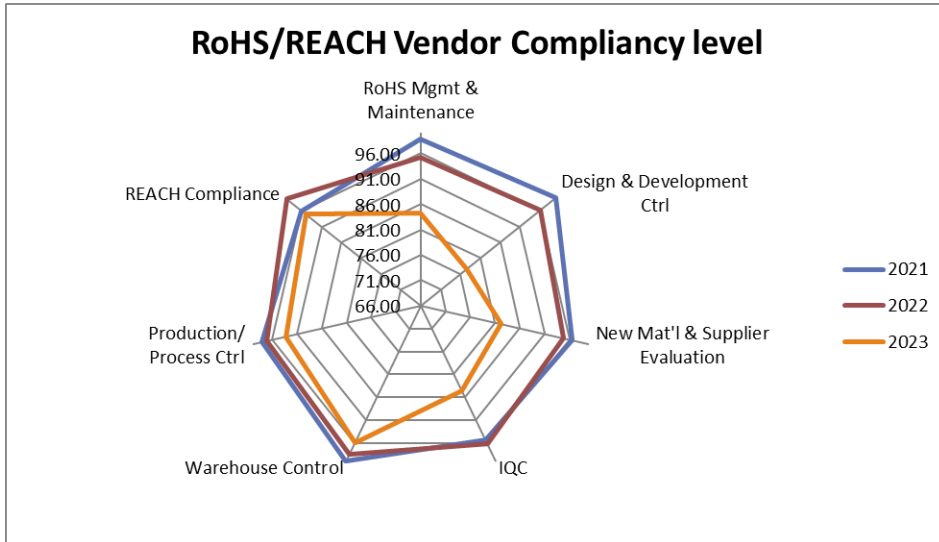
Percentage of Purchased products Worldwide (value) coming from Certified Suppliers, holding different kinds of Certifications.



Percentage of Manufacturing Suppliers Audited (end 2022 and 2023)

- Audits QMS: 100% of active vendors
- Audits EHS-CSR: 100% of active vendors
- Audits RoHS/REACH: 100% of Active vendors (shown in previous pages)

Results on Audits: Quality and EHS-CSR



9.4 EXTERNAL EVALUATIONS (ECOVADIS)

EcoVadis operates the 1st collaborative platform allowing companies to assess the environmental and social performance of their suppliers on a global basis. EcoVadis combines technology and Corporate Social Responsibility (CSR) expertise to deliver simple and reliable supplier scorecards, covering 150 purchasing categories and 21 CSR criteria.

The EcoVadis methodology framework assesses the policies and measures put in place as well as the reporting published by companies with regards to environmental, labor practices & human rights, fair business practices and sustainable procurement issues. The assessment conducted by CSR experts is made based on the company answers to a survey which is dynamically adapted to their country, sector and size, on the basis of supporting documentation, and on public and stakeholder (NGOs, trade unions, press) information.

ATLINKS is framed in the Category/Industry “**Manufacture of communication equipment**”, even it has not its own manufacturing facilities, the products commercialized by **ATLINKS** have its own brands Swissvoice, Amplicomms and a licensed brand Alcatel, and then it can be considered as a manufacturer.

This category is much more demanding than the “wholesaler” type.

Actions based on the detailed report issued by EcoVadis have been taken to improve **ATLINKS** performance in the CSR results for next year.






Result:

1.-ATLINKS has confirmed its commitment to the Corporate Social Responsibility by obtaining the **Platinum level of recognition** in 2023.



2.- EcoVadis Awards

For the 7th year in a row, **ATLINKS** has obtained the **highest score in its category**, and its area being awarded for it.

March 2023	March 2022	March 2021	March 2020	March 2019	April 2018	May 2017
Winner of the Sustainability Leadership Best Regional Performance Award (AMEA)	Winner of the Sustainability Leadership Best Regional Performance Award (AMEA)	Winner of the Sustainability Leadership Best Regional Performance Award (China) Best performer worldwide in the category "Advanced Manufacturing"	Best performer worldwide in the category "Advanced Manufacturing"	Winner of the Sustainability Leadership Best Regional Performance Award (China), for the best score in the area among all different activity sectors	Winner of the Sustainability Leadership Best Regional Performance Award (China), for the best score in the area among all different activity sectors	Winner of the Sustainability Leadership Regional Award AMEA, for the best score in the area among all different activity sectors
						
EcoVadis SMEs Regional Sustainability Leadership Award Winners, Sustain 2023	https://resources.ecovadis.com/bl/2022/03/2022-sustainability-economic-award-winners-leadership-award-winners-sustain-2022	Sustainability Leadership Award Winners, Sustain 2021 (ecovadis.com)	https://resources.ecovadis.com/sustain-conference/sustainability-leadership-awards-sustain-2020	https://resources.ecovadis.com/news/2019-sustainable-procurement-leadership-awards-2	https://resources.ecovadis.com/news/2018-sustainable-leadership-awards	https://resources.ecovadis.com/news/2017-sustainable-leadership-awards

10 ANNEXES

10.1 COMPANY POLICY



**BRINGING
PEOPLE
CLOSER**

Atlinks designs, develops, markets and sells voice, video, multimedia and elderly-dedicated communication terminals, to operators and to professional and consumer retail sales channels all around the world

The company is committed to:

- 1.- Create value for its customers by consistently providing products and services that meet or exceed Customer's expectations as measured by:
 - Product **Innovation** and Performance
 - Delivery Commitment
 - Price Competitiveness
- 2.- Implementing programs and procedures with an intent to meet or exceed all applicable **Laws and Regulations** regarding Products, Environment, Occupational Health and Safety and Information Security; and other requirements from stakeholders to which Atlinks subscribes.
- 3.- To the protection of the environment and its employees, by putting in place the best management practices for **Prevention** of Pollution at its source, Injury and ill Health of its employees and stakeholders, involving employees and their representatives on the risks identification, and to protect the confidentiality, integrity and availability of our Information Systems.

To assure ongoing progress, the company will focus on five areas:

People	<ul style="list-style-type: none">▪ Encourage Innovation, Enhance Leadership and Promote Teamwork▪ Act with clarity, integrity and honesty, Respect the Information Security rules▪ Providing Safe working conditions and encourage our suppliers to do so▪ Look after the health to the business contributors▪ Respect and make respect the human rights
External Relations	<ul style="list-style-type: none">▪ Satisfy customer's expectations▪ Continuously benchmark with competition▪ Develop close partners relationships with stakeholders with respect of Quality, Environment, Health and Safety and Information security
Environmental	<ul style="list-style-type: none">▪ Improve the Products' environmental impact together with our suppliers▪ Transportation optimization
Social and Ethics	<ul style="list-style-type: none">▪ Develop the culture of Social Accountability inside Atlinks and to its stakeholders▪ Promoting the Code of Conduct and fight against corruption
Measurements and Progress	<ul style="list-style-type: none">▪ Monitor with key measurements▪ Progress by following stakeholders' feed back▪ Focus on continual improvement

I undertake to allocate the necessary resources to implement this Policy, to follow up its efficiency and effectiveness and to communicate internally the importance of the Customer and stakeholders' expectations, Environment respect, Safety for employees and stakeholders, Information Security and Regulatory Rules, and to identify and minimize any risk.

I appoint the QHSE–CSR Management System representative, to promote this Policy, and to safeguard the customer's satisfaction within the company.

December 2022

C. H. TONG - CEO 

QPOL_QUA_WW_002_CH_V10_DEC 2022

10.2 CODE OF CONDUCT

SUMMARY - CODE OF CONDUCT

The ATLINKS Code of Conduct outlines expected behaviors for all ATLINKS employees and consultants. A complete **handbook** and **tools** are available to properly implement this policy.

ATLINKS will conduct its business **fairly, impartially**, in an **ethical** and **proper manner**, in full **compliance with all applicable laws and regulations**, and consistent with the **ATLINKS Policy**.

In conducting its business, **integrity** must underlie all company relationships, including those with customers, suppliers, and communities and among employees.

The highest standards of **ethical business conduct** are required of ATLINKS employees in the performance of their company responsibilities. Employees will not engage in conduct or activity that may raise questions as to the company's **honesty, impartiality, reputation** or otherwise cause embarrassment to the company.

Any employee of ATLINKS Company will ensure that:

- He/She will not engage in any activity that might create a **conflict of interest** for him/her or the company.
- He/She will not take advantage of his/her ATLINKS position to seek personal gain through the inappropriate use of ATLINKS or non-public information or abuse his /her position.
- He/She will follow all restrictions on use and disclosure of information. This includes following all requirements for **protecting ATLINKS information** and ensuring that non-ATLINKS proprietary information is used and disclosed only as authorized by the owner of the information or as otherwise permitted by law.
- He/She will observe **fair dealing** in all of his/her transactions and interactions.
- He/She will remain **politically neutral** and avoid making political contributions on behalf of ATLINKS.
- He/She commits to prevent **bribery**.
- He/She will protect all company, customer and supplier assets and use them only for appropriate company-approved activities.
- Without exception, He/She will **comply with all applicable laws, rules and regulations**.
- He/She will promptly **report any illegal or unethical conduct** to management or other appropriate authorities (i.e., Ethics, Law, Security,..).

Every employee has the responsibility to ask questions, seek guidance, and report suspected violations of this Code of Conduct.

ATLINKS provide **training** to all employees and consultants based on **the United Nations Convention Against Corruption**.

This document is a summary of the Internal Control “Code of Conduct”, dated 1/08/2017

10.3 CERTIFICATES

QUALITY MANAGEMENT SYSTEMS

Certificat FR11/00604

Le système de management de
Atlinks Holdings Limited



Room 1818, 18/F, Nan Fung Commercial Centre, 19 Lam Lok Street, Kowloon Bay, Kowloon, Hong Kong
a été audité et certifié selon les exigences de
ISO 9001:2015

Pour les activités suivantes
Design, development, marketing and sales of fixed line and mobile telephones, video and multimedia terminals, to operators and to professional and consumer retail sales channels all around the world
Concepción, desarrollo y distribución a través del mundo de teléfonos conectados a la línea fija y a los réseaux móviles, así como de terminales video y multimedia destinados a los réseaux profesionales, grand public et operadores
Diseño, desarrollo, marketing y ventas a nivel mundial de teléfonos conectados a líneas fijas y móviles, terminales video y multimedia destinados a las redes de distribución profesional, gran público y operadores.

Ce certificat est valable du 10 octobre 2023 au 09 octobre 2025 et reste valide jusqu'à décision satisfaisante à l'issue des audits de surveillance.
Version 10. Certifié depuis le 10 octobre 2011

Les activités certifiées réalisées par les sites additionnels sont présentées aux pages suivantes

Audité par
Sham VEDARD
SGS ICS France
26 avenue André Aron 94110 Arques France
T+33 (0)1 41 24 88 88 - <https://www.sgsgroup.fr/>

Ce document est un certificat électronique authentique destiné à l'usage professionnel du Client uniquement. Les versions imprimées du certificat électronique sont autorisées et seront considérées comme copies. Ce document est délivré par le service de Certification disponibles sur www.sgsgroup.fr/ sous réserve des Conditions Générales SGS pour les Services de Certification disponibles sur www.sgsgroup.fr/ ou www.sgsgroup.fr/conditions-generales. Vous attirons votre attention sur la limitation de responsabilité, d'endossement et de juridiction. Ce document est protégé par le droit d'auteur et toute altération non autorisée, contrefaçon ou falsification du contenu ou de l'apparence de ce document est illégale.

Page 1/2



Certificat FR11/00604, Continue

Atlinks Holdings Limited

ISO 9001:2015

Version 10
Sites
Atlinks Holdings Limited Room 1818, 18/F, Nan Fung Commercial Centre, 19 Lam Lok Street, Kowloon Bay, Kowloon, Hong Kong
Atlinks Asia Limited Room 1818, 18/F, Nan Fung Commercial Centre, 19 Lam Lok Street, Kowloon Bay, Kowloon, Hong Kong
Atlinks Europe SAS 28 Boulevard de Belle Rive, 92500 Rueil-Malmaison, France
Atlinks Europe SAS (Madrid Office) C/ Caléndula, 30, MINIPARC III, Edif. E, El Solo de La Moreleja, 28109 Alcobendas - Madrid, Spain
Atlinks Asia Limited (Mexico Office) World Trade Center, Montecito 38, Piso 15, oficina 31, Col. Nápoles Del Benito Juárez, 03810 México, DF, Mexico
Swissvoice International SA Rue Ancienne 53, 1227 Carouge, Switzerland
Atlinks UK Ltd 3rd Floor, Waverley House 7-12 Noel Street, W1F8QG, London, United Kingdom






Audité par
Sham VEDARD
SGS ICS France
26 avenue André Aron 94110 Arques France
T+33 (0)1 41 24 88 88 - <https://www.sgsgroup.fr/>


Ce document est un certificat électronique authentique destiné à l'usage professionnel du Client uniquement. Les versions imprimées du certificat électronique sont autorisées et seront considérées comme copies. Ce document est délivré par le service de Certification disponibles sur www.sgsgroup.fr/ sous réserve des Conditions Générales SGS pour les Services de Certification disponibles sur www.sgsgroup.fr/ ou www.sgsgroup.fr/conditions-generales. Vous attirons votre attention sur la limitation de responsabilité, d'endossement et de juridiction. Ce document est protégé par le droit d'auteur et toute altération non autorisée, contrefaçon ou falsification du contenu ou de l'apparence de ce document est illégale.

Page 2/2

ENVIRONMENTAL MANAGEMENT SYSTEMS

<p>Certificat FR12/695119</p> <p>Le système de management de Atlinks Holdings Limited</p> <p>Room 1818, 18/F, Nan Fung Commercial Centre, 19 Lam Lok Street, Kowloon Bay, Kowloon, Hong Kong a été audité et certifié selon les exigences de ISO 14001:2015</p> <p>Pour les activités suivantes Design, development, marketing and sales of fixed-line and mobile telephones, video and multimedia terminals, to operators and to professional and consumer retail sales channels all around the world.</p> <p>Conception, développement et distribution à travers le monde de téléphones connectés à la ligne fixe et aux réseaux mobiles, ainsi que de terminaux vidéo et multimédia destinés aux réseaux professionnels, grand public et opérateurs.</p> <p>Diseño, desarrollo, marketing y ventas a nivel mundial de teléfonos conectados a líneas fijas y móviles, terminales video y multimedia destinados a las redes de distribución profesionales, gran público y operadores.</p> <p>Ce certificat est valable du 10 octobre 2023 au 09 octobre 2026 et reste valide jusqu'à décision satisfaisante à l'issue des audits de surveillance. Version 10. Certifié depuis le 05 octobre 2012</p> <p>Les activités certifiées réalisées par les sites additionnels sont présentées aux pages suivantes</p> <p></p> <p>Autorisé par Sihem VIDARD SGS KCS France 29, avenue Aristide Briand 94110 Arcueil France T +33 (0)1 47 24 80 88 - https://www.sgs.com</p> <p>  <small>Accréditation n°6-0008 Pointe disponible sur www.cofrac.fr</small></p> <p><small>Ce document est un certificat électronique authentique destiné à l'usage professionnel du Client uniquement. Les versions imprimées du certificat électronique sont autorisées et seront considérées comme copies. Ce document est délivré par la société sous réserve des Conditions Générales SGS pour les Services de Certification disponibles sur www.sgs.com (Conditions Générales) (SGS). Nous attirons votre attention sur les clauses relatives à la limitation de responsabilité, d'indemnisation et de juridiction. Ce document est protégé par le droit d'auteur et toute altération non autorisée, contrefaçon ou falsification du contenu ou de l'apparence de ce document est illégale.</small></p> <p>Page 1 / 2</p>	<p>Certificat FR12/695119, Continue</p> <p>Atlinks Holdings Limited</p> <p>ISO 14001:2015</p> <table border="1"> <tr> <td>Version 10</td> </tr> <tr> <td>Sites</td> </tr> <tr> <td>Atlinks Holdings Limited Room 1818, 18/F, Nan Fung Commercial Centre, 19 Lam Lok Street, Kowloon Bay, Kowloon, Hong Kong</td> </tr> <tr> <td>Atlinks Asia Limited Room 1818, 18/F, Nan Fung Commercial Centre, 19 Lam Lok Street, Kowloon Bay, Kowloon, Hong Kong</td> </tr> <tr> <td>Atlinks Europe SAS 28 Boulevard de Belle Rive, 92500 Rueil-Malmaison, France</td> </tr> </table> <p>  <small>Accréditation n°6-0008 Pointe disponible sur www.cofrac.fr</small></p> <p><small>Ce document est un certificat électronique authentique destiné à l'usage professionnel du Client uniquement. Les versions imprimées du certificat électronique sont autorisées et seront considérées comme copies. Ce document est délivré par la société sous réserve des Conditions Générales SGS pour les Services de Certification disponibles sur www.sgs.com (Conditions Générales) (SGS). Nous attirons votre attention sur les clauses relatives à la limitation de responsabilité, d'indemnisation et de juridiction. Ce document est protégé par le droit d'auteur et toute altération non autorisée, contrefaçon ou falsification du contenu ou de l'apparence de ce document est illégale.</small></p> <p>Page 2 / 2</p>	Version 10	Sites	Atlinks Holdings Limited Room 1818, 18/F, Nan Fung Commercial Centre, 19 Lam Lok Street, Kowloon Bay, Kowloon, Hong Kong	Atlinks Asia Limited Room 1818, 18/F, Nan Fung Commercial Centre, 19 Lam Lok Street, Kowloon Bay, Kowloon, Hong Kong	Atlinks Europe SAS 28 Boulevard de Belle Rive, 92500 Rueil-Malmaison, France
Version 10						
Sites						
Atlinks Holdings Limited Room 1818, 18/F, Nan Fung Commercial Centre, 19 Lam Lok Street, Kowloon Bay, Kowloon, Hong Kong						
Atlinks Asia Limited Room 1818, 18/F, Nan Fung Commercial Centre, 19 Lam Lok Street, Kowloon Bay, Kowloon, Hong Kong						
Atlinks Europe SAS 28 Boulevard de Belle Rive, 92500 Rueil-Malmaison, France						

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEMS

<p>Certificat FR14/18906</p> <p>Le système de management de Atlinks Holdings Limited</p> <p>Room 1818, 18/F, Nan Fung Commercial Centre, 19 Lam Lok Street, Kowloon Bay, Kowloon, Hong Kong</p> <p>a été audité et certifié selon les exigences de ISO 45001:2018</p> <p>Pour les activités suivantes Design, development, marketing and sales of fixed-line and mobile telephones, video and multimedia terminals, to operators and to professional and consumer retail sales channels all around the world.</p> <p>Conception, développement et distribution à travers le monde de téléphones connectés à la ligne fixe et aux réseaux mobiles, ainsi que de terminaux vidéo et multimédia destinés aux réseaux professionnels, grand public et opérateurs.</p> <p>Diseño, desarrollo, marketing y ventas a nivel mundial de teléfonos conectados a líneas fijas y móviles, terminales video y multimedia destinados a las redes de distribución profesionales, gran público y operadores.</p> <p>Ce certificat est valable du 10 octobre 2023 au 09 octobre 2025 et reste valide jusqu'à décision satisfaisante à l'issue des audits de surveillance. Version 7. Certifié depuis le 10 octobre 2020.</p> <p>Les activités certifiées réalisées par les sites additionnels sont présentées aux pages suivantes</p> <p></p> <p>Autorisé par Sébastien VÉZARD SGS SGS France 29 avenue Aristide Briand 94119 Arcueil France T +33 (0)1 41 24 88 88 - https://www.spsgroup.fr/</p> <p></p> <p><small>Ce document est un certificat électronique authentique destiné à l'usage professionnel du Client uniquement. Les versions imprimées du certificat électronique sont autorisées et seront considérées comme copies. Ce document est délivré par la société sous réserve des Conditions Générales SGS pour les Services de Certification disponibles sur Conditions Générales SGS. Nous attirons votre attention sur clauses relatives sur la limitation de responsabilité, d'indemnisation et de juridiction. Ce document est protégé par le droit d'auteur et toute réimpression non autorisée, contrefaçon ou utilisation du contenu ou de l'apparence de ce document est illégale.</small></p> <p>Page 1 / 2</p>	<p>Certificat FR14/18906, Continue</p> <p>Atlinks Holdings Limited</p> <p>ISO 45001:2018</p> <table border="1"> <tr> <td>Version 7</td> </tr> <tr> <td>Sites</td> </tr> <tr> <td>Atlinks Holdings Limited Room 1818, 18/F, Nan Fung Commercial Centre, 19 Lam Lok Street, Kowloon Bay, Kowloon, Hong Kong</td> </tr> <tr> <td>Atlinks Asia Limited Room 1818, 18/F, Nan Fung Commercial Centre, 19 Lam Lok Street, Kowloon Bay, Kowloon, Hong Kong</td> </tr> <tr> <td>Atlinks Europe SAS 28 Boulevard de Belle Rive, 92500 Rueil-Malmaison, France</td> </tr> </table> <p></p> <p><small>Ce document est un certificat électronique authentique destiné à l'usage professionnel du Client uniquement. Les versions imprimées du certificat électronique sont autorisées et seront considérées comme copies. Ce document est délivré par la société sous réserve des Conditions Générales SGS pour les Services de Certification disponibles sur Conditions Générales SGS. Nous attirons votre attention sur clauses relatives sur la limitation de responsabilité, d'indemnisation et de juridiction. Ce document est protégé par le droit d'auteur et toute réimpression non autorisée, contrefaçon ou utilisation du contenu ou de l'apparence de ce document est illégale.</small></p> <p>Page 2 / 2</p>	Version 7	Sites	Atlinks Holdings Limited Room 1818, 18/F, Nan Fung Commercial Centre, 19 Lam Lok Street, Kowloon Bay, Kowloon, Hong Kong	Atlinks Asia Limited Room 1818, 18/F, Nan Fung Commercial Centre, 19 Lam Lok Street, Kowloon Bay, Kowloon, Hong Kong	Atlinks Europe SAS 28 Boulevard de Belle Rive, 92500 Rueil-Malmaison, France
Version 7						
Sites						
Atlinks Holdings Limited Room 1818, 18/F, Nan Fung Commercial Centre, 19 Lam Lok Street, Kowloon Bay, Kowloon, Hong Kong						
Atlinks Asia Limited Room 1818, 18/F, Nan Fung Commercial Centre, 19 Lam Lok Street, Kowloon Bay, Kowloon, Hong Kong						
Atlinks Europe SAS 28 Boulevard de Belle Rive, 92500 Rueil-Malmaison, France						

CSR EVALUATION



10.4 SDG Results



#	Sustainable Development Goal	#	Goal Target	Atlinks Actions	Atlinks Target	2023 Evaluation	
1	No poverty						
2	Zero Hunger						
3	Good Health and Well-being	3.8	Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all	Insurance	100% of employees with insurance	100% insurance	
			Medical Checks	100% of employees medical checks as per regulations requirements.	100% are following the plan of medical checks		
			Suppliers Health and Safety assessment	100% of vendors audited on H&S. Over 90% compliancy	50% audited, 88,41% compliancy		
		3D	Strengthen the capacity of all countries, in particular developing countries, for early warning, risk reduction and management of national and global health risks.	Health and Safety programs	0 Accidents	1 Accident, minor , not sick leave	
			Strengthen the implementation of the World Health Organization Framework Convention on Tobacco Control in all countries, as appropriate.	Non smoking November campaign	1 month follow goverment campaign	Not campaign in 2023	
		3A	By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases.	Drivers security training and engament	100% of employees using company car signed chart and received training.	100% drivers employees signed chart Training: 100% in France, 100% in Spain	
3.3	By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development	Contribution to Téléthon	Donation of batteries to Screlec/Téléthon	Collection in Nov and Dec 2023			
4	Quality Education	4.7	By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development	Training and Awareness	90% of Training plan fulfilled	Hong Kong Training plan completed France several trainings proposed and done	
5	Gender Equality	5.1	End all forms of discrimination against all women and girls everywhere	Balance female/male age pyramid	50%/50%	52% /48%	
6	Clean Water and Sanitation						
7	Affordable and clean Energy						
8	Decent work and Economic growth	8.7	Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms	Child labor	100% Compliance in audits for Child and Foreced labor	100% Compliancy	
			Forced and compulsory labor	100% Compliance in audits for Child and Foreced labor	100% Compliancy		
			Conflict Minerals Traceability	5 main Product manufactures questioned every 2 years	3 main manufactures questioned in 2022 Questioned. Representing 90% of purchase		
9	Industry Innovation and infrastructure			Development of an Elderly product range	2 brands product range dedicated to Elderly people. Integration in technologies.	Swissvoice and Amplicomms brands launched and running	
10	Reduce Inequalities	10.2	By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	Non discrimination nationalities, female	Diversity	4 nationalities, half of the staff female	
			Handicap	Yearly Contribution to handicap	No contribution in 2023		
			Contribution to Emmaüs	Yearly Contribution to housing and integration	No contribution in 2023, since no Salon due to pandemics		
11	Sustainable cities and communities						
12	Responsible consumption and production	12.2	By 2030, achieve the sustainable management and efficient use of natural resources	Paper consumption	Reduce paper cosumption	-15,6% in HK and +0% in France	
			12.4	Waste management at office	Reduce Electricity consumption	Reduce Electricity consumption	+56% in France, -6% in Hong Kong
13	Climate Action	13.2	Integrate climate change measures into national policies, strategies and planning	Transportation	Inbound: 100% of container fulfillment, outbound: decrease the CO2 per product transported	Inbound: 95%, Outbound: change calculation	
				Eco design	Over 50% of recycled carboard 100% mineral oils free ink	81% Recycled carboard 100% mineral oils free inks	
				Product end of life. Recycling	Compliant with the producers plans in Europe	100% compliant	
				Suppliers Environmental assessment	100% of Suppliers Audited on Environmental aspects, 90% compliancy.	100% of Suppliers Audited on Environmental aspects, 93,33% compliancy.	
14	Life Below water						
15	Life on land						
16	Peace Justice and Strong Insitutions	16.7	Ensure responsive, inclusive, participatory and representative decision-making at all levels	Freedom of Association	Associations representatives	Elections in France, but not candidates in 2023	
			16.5	Substantially reduce corruption and bribery in all their forms	Collective Bargain	Elected representatives - CSE in France	Regular meetings with Staff.
			Anticourruption training and tools	100% of employees/consultants/agents trained	60% Certificates of training		
17	Partership for the Goals	17.16	Enhance the global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the sustainable development goals in all countries, in particular developing countries	Anticompation and responsible marketing	No complains	NO complains	
			CSR suppliers audits	100% of Suppliers Audited on CSR aspects	50% suppliers audited 94,7% compliancy		

10.5 EMISSIONS CO2eq

Based on Bilan Carbone ©. Covering France and Hong Kong offices and the World Wide operations and sales.

CO2 eq		2021		2022		2023	
Total Scope 1-2 3	Tones CO2 eq	29620.44	8%	22162.79	-25%	21966.31	-1%
Total Scope 1 - Direct		0	0%	16	0.07%	15	0.07%
Total Scope 2 - Indirect		34.56	0.12%	14.82	0.07%	13.96	0.06%
Total Scope 3 - Indirect		29585.89		22132.03		21937.32	
Scope 3 Upstream		29860.00	100.81%	22368.55	75.52%	22153.62	74.79%
Scope 3 Downstream		-274.12	-0.93%	-236.52	-1.07%	-216.30	-0.98%
	kg CO2/ k€	938.51	-25%	782.45	-17%	777.44	-1%

ATLINKS has fixed a target on reduction about 1% for the year 2024.

This Carbon Management emissions evaluation has been recognized by EcoVadis as an intermediate Level.

Carbon Management Level

