



ribbonTM

Document Title:	Corporate Biodiversity Policy
Document Number:	EN-CP-03
Document Version:	1
Functional Owner:	Corporate Quality and Real Estate & Facilities
Last Revised Date:	26 June 2024

Copyright © 2024 Ribbon Communications Operating Company, Inc. All rights reserved.

This document is the confidential and proprietary information of Ribbon Communications Operating Company, Inc. ("Ribbon") and for Internal Use Only. Please protect this document and its contents from any disclosure, dissemination and distribution to an external party, except if otherwise authorized by Ribbon.

Questions concerning the interpretation of this document or suggestions for improvement should be directed to the Document Owner.

Corporate Biodiversity Policy



TABLE OF CONTENTS

1.0	Objective.....	3
2.0	Scope.....	3
3.0	Required Approvals	3
4.0	Review Period.....	3
5.0	Policy	4
6.0	Implementation	4

Corporate Biodiversity Policy



1.0 Objective

This document is written to communicate Ribbon Corporate Policy, EN-CP-03 Biodiversity Policy. This policy is a key element of Ribbon's Environmental Management System (EMS).

2.0 Scope

This document applies to Ribbon globally. To obtain the latest version of this or any other policy, visit the Ribbon Documentation tool @ <https://ribbon.logicgate.com>.

Specifically see: <https://ribbon.logicgate.com/records/mLa1cvNF>

3.0 Required Approvals

This document requires the approval from the VP Global Real Estate and Facilities and the Corporate Quality Leader.

4.0 Review Period

The Policy Owner will ensure a review of this policy is conducted every three (3) years at a minimum, or when significant business policy changes occur, to ensure the information contained herein is current and applicable.

Doc Number: EN-CP-03	Doc Version: 1	Proprietary – Internal Use Only. Uncontrolled When Downloaded or Printed.	Page 3 of 4
-------------------------	-------------------	---------------------------------------------------------------------------	-------------

Corporate Biodiversity Policy



5.0 Policy

At Ribbon Communications we recognize the vital importance of biodiversity in sustaining ecosystems worldwide. Therefore, we are committed to minimizing our impact on biodiversity through the following measures:

- 1. Conservation:** We will continue to study the areas and locations in which we operate to ensure we assess the risks we pose (both actual and reasonably potential) to biodiversity and mitigate any identified risks. We will put reasonable resources and processes in place to maximize biodiversity conservation following good industry practices.
- 2. Sustainable Sourcing:** We will continue to prioritize sourcing materials from suppliers who adhere to sustainable practices that minimize harm to biodiversity and the environment.
- 3. Pollution Reduction:** We will continue to monitor our water discharge, waste storage & recycling, fuel delivery, chemical storage, air emissions, energy use, and material purchases to minimize pollution.
- 4. Compliance:** We will continue to comply with all relevant laws and regulations related to biodiversity conservation.
- 5. Education and Awareness:** We will continue to promote awareness among our employees, partners, and stakeholders about the importance of biodiversity and our collective roles in its preservation.
- 6. Continuous Improvement:** We will continue to regularly review and update our biodiversity policy and practices to ensure alignment with the latest laws & regulations, scientific knowledge and best practices.

By adhering to these principles, Ribbon is committed to contributing positively to biodiversity conservation and playing our part in building a sustainable future for generations to come.

6.0 Implementation

This Policy shall be implemented through the application of Ribbon Management Systems to drive continual improvement.

◇ End of Document ◇

Doc Number: EN-CP-03	Doc Version: 1	Proprietary – Internal Use Only. Uncontrolled When Downloaded or Printed.	Page 4 of 4
-------------------------	-------------------	---------------------------------------------------------------------------	-------------