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ESG Policy Statement

SubCom is focussed on the automation of defence and compliance for distributed devices and data.

We commit to being a responsible company, considering environmental, social, health & safety and governance issues across all our operations. We are committed to comply with our applicable environmental, social and governance (ESG) laws and regulations, standards and requirements of our shareholders, global best practices (as necessary), and to be responsive to existing and emerging ESG concerns. We adhere to our responsibility to people and the planet while setting the stage for long-term success. We have the potential to become responsible global corporates and our intent is to improve with the right inputs regarding conscious scaling up and responsible scaling down, if the needs for it arises. Through ESG integration in our business approach, we will endeavour to maximise business opportunities. ESG integration will enable us to grow and improve for long-term value generation opportunities for the benefit of all stakeholders. At the same time, we believe that ESG integration will help mitigate any liability, credit, market or reputation risks emanating from such issues.

We evaluate each potential business opportunity against our proprietary ESG framework before we commit to them. Any opportunity or project that we undertake is accompanied by a detailed ESG risk assessment, along with putting in place, people, system and processes to manage ESG risks and opportunity as per an project specific action plan. We conduct timely review and regular monitoring of our projects, as per the agreed E&S Management Plan (ESMP) of the Company.

We believe in ESG training and capacity building as key to a thriving ESG culture for our personnel and our partners. We engage and address any stakeholder concerns relating to the Company. ESG at SubCom is top driven from the senior management, with support of trained personnel.

A blue handwritten signature of Anterpreet Singh.

Anterpreet Singh
Co-Founder & CEO

Dated: 19 April 2023.