

Pebble Environmental Policy

Pebble designs, delivers and supports software solutions for broadcasters and media companies internationally. Our mission is to support broadcasters as they adapt to compete with new entrants in the video media space by providing solutions to support their transition from traditional broadcast infrastructure to more flexible IP-based technologies. This, together with our values, guides how we operate in all areas of the business.

Pebble Company Values

- Be the expert
- Find a solution
- Do the right thing
- Success through partnership
- Every Pebble matters

Our Environmental Policy

Pebble is committed to work to continually improve our environmental performance, reducing the environmental impact of our activities wherever possible. We are environmentally conscious in the design and provision of our products and services, in the operation of our facilities, and in the selection of our suppliers. We are proud to have been awarded the DPP Committed to Sustainability Mark in May 2021.

- We comply with all applicable environmental laws, regulations and other requirements at all operating locations.
- We carry out education and training of all employees in environmental issues and the environmental effects of their activities.
- We communicate our targets and progress against targets to all stakeholders.
- We monitor progress and review our environmental performance against our targets and objectives on a regular basis.
- We work to minimise our impact on the environment in the following ways:
 - Cutting pollution and waste
 - Reusing and Recycling where possible
 - Reducing the consumption of power and water where possible
 - Considering environmental aspects when planning the development of our activities, products and services.
 - Considering the life cycle of our solutions and services and designing them to be as sustainable as possible
 - Buying materials and resources that come from renewable sources wherever possible
 - Supporting our live systems as long as practically possible and beyond the typical depreciation period

July 2021

<https://www.thedpp.com/sustainability>