

Enghouse Systems Limited

Environmental, Health, Safety and Sustainability Policy

The approach of Enghouse Systems Limited (the "Company") to environmental, health, safety and sustainability matters is founded on the following principles: respect for human rights (in accordance with the Company's *Human Rights Statement*), the protection of the health and safety of the Company's employees and the protection of the environment at each of the Company's global offices and in the manner in which the Company operates its business.

The Company believes that each employee, regardless of their role in the organization, is accountable for these matters. Accordingly, each employee should take responsibility for conducting themselves in a manner that is consistent with the principles of this statement.

Specifically, the Company is committed to:

- Complying with all social, occupational health and safety and environmental legislation applicable to the Company's services and operations;
- Encouraging each employee to take personal responsibility for the environmental, health, safety and sustainability matters within his/her/their department;
- Identifying and eliminating hazards, if practical, and mitigating risks related to environmental, health, safety and sustainability matters;
- Involving and consulting employees in addressing environmental, health, safety and sustainability risks through committees and representatives;
- Managing the consumption of natural resources used in day-to-day operations, such as energy, water, paper and other resources, and reducing, diverting, reusing and recycling our waste as much as possible;
- Implementing strategic business travel approval processes and promoting alternatives to business travel where possible;
- Fostering awareness of sustainability principles amongst the Company's employees;
- Promoting the principles of this statement to the Company's suppliers and partnering with suppliers and organizations that are ethically, socially and environmentally responsible;
- Engaging with the communities in which the Company operates to meet community needs and to make a positive impact; and
- Continuously seeking ways to improve the Company's performance in accordance with this statement.