

Objectives and Performance

We set objectives across labor and ethics, health and safety, and the environment, and report performance against them each year.

The set is deliberately small and proportionate to our size. Every indicator comes from records we already keep, so reporting doesn't depend on new data collection. The standards themselves are set out in our policies, linked from our [Corporate Responsibility](#) page.

Labor and ethics

Ref	Objective	Indicator	Target
L-1	Every employee understands the labor and ethics standards that apply to them	Employees who completed the ethics briefing and returned a signed acknowledgment	100%
L-2	Labor and ethics requirements are contractually flowed down to every partner	Active manufacturing and supply partners with a current Code of Conduct acknowledgment and executed compliance addendum	100%
L-3	Partner conformance is verified each year, not assumed	Manufacturing partners returning a completed labor and ethics self-assessment	100%
L-4	Conformance in our own operations is assessed against evidence	Requirements assessed in the annual self-assessment, and how many were rated Conform, Gap or not applicable	Every requirement assessed each cycle, with each Gap carrying a corrective action
L-5	Findings are corrected, not just recorded	Labor and ethics findings raised, closed, and overdue at year end	Each finding closed within its due date; none overdue
L-6	Anyone can raise a concern without fear of retaliation	Concerns raised and resolved, and whether any retaliation case was substantiated	Each concern acknowledged and reviewed; no substantiated retaliation

Health and safety

Ref	Objective	Indicator	Target
H-1	Our operations are free of serious safety and environmental incidents	Fires, explosions, industrial accidents and hazardous releases outside secondary containment at our facilities	Zero
H-2	Hazards and near misses are reported and acted on	Hazards and near misses reported, closed, and overdue at year end	Each one acted on; none overdue
H-3	Health and safety at the point of manufacture is independently certified, and we verify it	Whether our manufacturing partner's ISO 45001 certification status was verified during supplier qualification	Verified each year

Environment

Ref	Objective	Indicator	Target
E-1	Environmental and energy management at the point of manufacture is independently certified, and we verify it	Whether our manufacturing partner's ISO 14001 and ISO 50001 certification status was verified during supplier qualification	Verified each year
E-2	Products meet applicable material-content requirements	Active partners with current RoHS and REACH declarations on file, and whether current minerals declarations were collected	100%, with declarations collected each year

E-3	We reduce the greenhouse gas intensity of our own operations	Scope 2 emissions per full-time-equivalent employee against the 2026 baseline, with absolute emissions alongside	20% reduction by the end of 2030
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How we report

Performance is reported for the calendar year on our [Corporate Responsibility](#) page, following our annual management review. The first reporting period is 2026; an indicator with no prior-year figure is reported as a baseline.

Figures are reported in aggregate. Worker names are never published, and where a figure is small enough to identify an individual, we report that fact instead. Partner performance data is reviewed under our supplier qualification process and not published without the partner's agreement.

Objectives and targets are reviewed annually and revised where they cease to be meaningful. Where a target is not met, we report the shortfall and the action taken.

Questions: legal@infraeo.com

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