



EMS

Environmental Policy

Thula – Nordic Source Solutions

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Style and contents are confidential

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1 Document control

This section describes how to version, file, distribute and improve this document.

1.1 Revision tracking

This document is subject to revision control so that after each formal change a new version shall be created with a new data and revision number. At any given time the revision with the highest version number is considered the official and valid version of this document.

1.2 Document source, storage and distribution

The source of this document is maintained by Thula. It is stored in the Thula document repository in the following folder:

- Internal / Workflow

This document shall be distributed in PDF format only.

1.3 Revision history

Date	Version	Author/Approved by	Description
2016-01-06	1.0	Garðar Már Birgisson	Initial version.
2016-01-15	1.1	Magnús Kristjánsson	Review. Accepted.

1.4 Related documents

The following documents are related:

Document	Description
Thula – EMS Main – Workflow Handbook	Master document of the Thula EMS.

1.5 Reader comments

If you have any comments on the contents of this document please send those by e-mail to magnus@thula.is. If a review results in changes, all user of this document should be notified.

1.6 Glossary

Abbreviation	Explanation or web reference
EMS	Environmental Management System

2 Thula Environmental Policy

This section describes Thula's Environmental Policy

2.1 Environmental objectives

Thula – Nordic Source Solutions, is an Icelandic company that designs, produces and markets software solutions, integrations- and consulting services. Thula is committed to fulfilling the needs of its customers, including helping its customers to use information technology to meet environmental challenges.

Taking account of our business needs, customer requirements and the desire to minimize adverse impacts on the environment, we maintain our facilities, run our business operations and develop products in a responsible manner. Thula's primary environmental impacts relate to: the company's energy consumption; the disposition of its hardware at the end of its useful life; business travel; and the consumption of natural resources through its activities and its procurement processes. Thula, with the cooperation of its employees, customers, contractors and suppliers, is committed to environmental management through:

- Participating in efforts to improve environmental protection and the sharing of appropriate knowledge, methods and working practices.
- Monitoring and continually improving performance to help protect the environment.
- Managing the consumption of energy, water, paper and other resources used in day-to-day operations.
- Identifying opportunities to divert, minimize, reuse and recycle our waste stream.
- Incorporating environmental considerations into procurement processes.
- Striving to reduce business travel and promote alternatives wherever practicable.
- Keeping our internal and external stakeholders informed about Thula's environment, health and safety performance.
- Working with our customers to develop software to help our customers manage their own environmental challenges.
- Committing to comply with applicable environmental laws and regulations.
- Educating our employees about the steps Thula is taking to help protect the environment and providing channels for employees to contribute to our efforts.
- Requesting that employees report any instances of noncompliance with applicable environmental laws and regulations and conducting appropriate follow-up.

2.2 Environmental management system

Thula is committed to the successful implementation of this environmental policy. To achieve results Thula operates an active environmental management system (EMS).

Thula's management team is responsible for the implementation and oversight of this policy and the implementation of the EMS. The team, meets regularly to review Thula's progress and status on environmental issues and makes recommendations related to this policy and other environmental initiatives.