

Date: April 15, 2020
Subject: Corporate Social Responsibility
From: Executive Management

Tempo Communications recognizes the importance of our corporate responsibility as it relates to our community presence in regard to not only our employees and the surrounding communities, but also in regard to our social and environmental impact. We work hard to operate with dignity, integrity, accountability and flexibility when it comes to meeting requirements and in some cases exceed them in regard to statutory and regulatory topics. We are actively engaged on the environmental front during design of our products and services with a goal of 100% post-consumer recyclable materials used in packaging by the close of 2021. We currently offer a 'Green Line' of products to our high volume customers who receive several shipments per year of product.

Tempo actively recycles all of our electronic waste responsibly according to local, state, federal, and International guidelines as well as meeting the RoHS/REACH/Prop 65/Conflict Mineral requirements.

We support our community by donating critical products to local Electrical/Electrician trade schools and offer many classes onsite along with online videos to educate all on the use of our products. As a California based company we observe standard leave practices according to local employment laws and have several programs to support our employee work-life balance.

Tempo Communications utilizes a documented Open Door policy and annual Harassment Awareness training for Supervisors & Managers to encourage its employees to be alert to both internal and external risks/behaviours and report them promptly to management so appropriate measures can be taken.

For more information on Tempo's Corporate Social Responsibility initiatives, please contact us at 1-800-642-2155.



Jason Butchko
Chief Executive Officer