



Polycom Summary of Corporate Social Responsibility

Polycom and its employees believe that being a successful company is also being a socially responsible and involved corporate citizen in the global community.

To support these beliefs we have two major initiatives: environmental sustainability and charitable giving.

Environmental Sustainability Initiative

Polycom formed its Green Steering Committee in early 2008 to lead the company's environmental sustainability initiatives. The charter of this team is to "substantially enhance Polycom's global environmental influence by implementing benchmarks, policies, and metrics to ensure consistent, positive progress toward protecting the environment while enabling and encouraging our customers and partners to also maximize their environmental responsibility by fully utilizing our green solutions, services and educational resources."

The Green Steering Committee has established the following three goals for the company:

1. Help Organizations Reduce Their Carbon Footprint – We provide collaboration products, tools, services, and education that enable organizations to reduce their carbon footprint through high-quality and productive alternatives to in-person meetings requiring travel.

Areas of action include:

- **Launched awareness campaign on Earth Day 2008** – Video and voice conferencing allows companies to host green meetings by connecting geographically dispersed work teams virtually as an alternative to travel.
- **Going Green with Polycom Solutions and Services** – Polycom has launched the industry's first green services offering to help organizations plan and optimize video and voice networks as a means to reducing carbon emissions. This service includes three elements: 1) Benchmarking and best practices; 2) Green assessment and Implementation; 3) Tracking and measurement through unique "Video Miles" software utility which calculates carbon savings based on video endpoint usage.

2. Minimize Our Environmental Impact – Across our global operations, we promote green practices and encourage eco-friendly employee behaviors. We use our own products to the fullest extent possible to minimize our own carbon emissions.



Areas of action include:

- **Office operations** – Offices of over 50 persons represent approximately 70% of worldwide employees. These offices are required to comply with a set of policies to the extent that they are locally feasible and culturally appropriate. These include efforts to reduce energy consumption; reduce waste and increase recycling/reuse; reduce water consumption; increase purchasing of green supplies; and encourage cleaner commuting and teleworking.
- **Minimize employee business travel and its environmental impact** – Polycom's primary method for internal meetings is voice or video conference. These technologies are used for meetings with customers, partners and suppliers to the fullest extent possible. In addition, we encourage our suppliers to adopt teleconferencing techniques to reduce travel to Polycom locations. When business travel is requested, employees are required to justify why other means are not appropriate. When employees do travel they are encouraged to take non-stop flights. The company policy for car rental is compact/economy size vehicles.

3. Build Green Products – Through the entire product life cycle Polycom considers factors that may affect the environment including product design, manufacturing, packaging and retirement. We strive to continuously improve the energy-efficiency of our products and to avoid any potentially harmful materials – and we encourage our suppliers to do the same.

Areas of action include:

RoHS compliance – 100% of Polycom products shipping into the EU are compliant, as well as the majority of Polycom® RMX conferencing platforms and HDX video endpoints shipping worldwide. Substances removed or brought within specified limits include: Lead, Mercury, Hexavalent Chromium, Cadmium Polybrominated Biphenyls (PBB) and Polybrominated Diphenylethers (PBDE).

Product recycling – Polycom has WEEE registration in EU member states. We use proper recycle symbols on all products and packaging shipping worldwide. We offer worldwide repair/refurbishment of returned goods for all active products. In the USA, Polycom has a recycling program available for legacy products.

Extending product life – For Polycom products, most MTBF's are 300 to 400k hours. We conduct proactive reliability testing and have implemented continuous improvement programs. Our products are software upgradeable in the field to avoid unnecessary shipping. Our repair and refurbishment extends the product's useful life indefinitely.

ISO 14001 certification – Most of our products are manufactured in facilities that are certified to this internationally-recognized environmental management standard which includes measurement and tracking of energy consumption efficiency; handling and treatment of waste; and the best use of natural resources.

Lead-free products and supply chain – Polycom, in partnership with Celestica, began experimenting with lead-free solders and soldering in 2004. Most lead was eliminated from our supply chain in 2005. The lead-free soldering processes were fully implemented in production by 2006.

Charitable Giving Program

In early 2007 Polycom launched its Global Citizenship Program, with a mission to donate both funds and equipment to non-profit education, healthcare and crisis relief organizations worldwide and to encourage the giving of donations and volunteer time by all our employees.

In serving the global community of which we are an integral part, we leverage the strength of Polycom's great products, resources and people to:

- Improve access to and the quality of education and healthcare worldwide, and
- Provide support to communities in need around the globe.

Our steering committee and volunteer regional employee councils meet regularly to evaluate qualified charities and causes, and apportion funds and equipment. In 2007, Polycom donated over \$350,000 in funds and equipment to charitable organizations worldwide. We have significant, multi-year support pledged to both [Medical Missions for Children](#) and [Global Nomads Group](#).

To encourage employee giving, the company offers both matching donations and volunteer time off. In 2007, Polycom matched \$36,000 in employee donations to charitable organizations and employees volunteered 200 hours in their local communities.

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