

— HUMAN RIGHTS POLICY

This Policy defines the commitment of XP Power to human rights, and affirms the importance of human rights to the Group's strategy and sustainability. The Group is committed to upholding these rights according to international standards, and to ensure that the human rights of all its employees are protected.

XP Power is committed to respecting human rights in accordance with international human rights principles including the United Nations Guiding Principles on Business and Human Rights, the UN Universal Declaration of Human Rights, and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.

The Group commits to protect the human rights of their employees and treat them with dignity and respect. We achieve this by:

- Committing to ensure that the Group is not complicit in human rights violations.
- Committing to conduct supply chain due diligence to assess risk exposure.
- Respecting and complying with all relevant local laws regarding voluntary employment. We do not tolerate slavery, servitude and forced or compulsory labour and human trafficking in our operations or supply chain.
- Committing to children's rights and to avoiding any sort of child labour in our operations or supply chain.
- Committing to adopt programmes to address industry-specific human rights exposure.
- Committing to monitor and report on human rights impacts.
- Committing to adopt grievance mechanisms for all employees and workers who suspect any violation of human rights in the Group's operations, supply chain, or relevant third parties' operations.
- Committing to investigating, addressing, and giving remedy in response to human rights violations that the Group has been found to have caused or contributed towards.
- Committing to communicating this policy to all personnel and external stakeholders.

This policy applies to:

- All individuals working at all levels, including senior managers, officers, directors, employees (whether permanent, fixed-term, or temporary), contractors, trainees, casual workers/agency staff, volunteers, or any other person working for the Group throughout the world. This policy has been translated into relevant languages for distribution.
- All third parties acting for and on behalf of XP Power, including suppliers, wherever they are located.

The Board of Directors has overall responsibility for this policy, and for reviewing the effectiveness of actions taken in response to this policy.

Signed:



Gavin Griggs
Chief Executive Officer
15th May 2021