

# ○ — DIVERSITY POLICY

Becoming a truly diverse and inclusive company is not only the right thing to do, it is crucial to helping us grow our business, innovate, attract and retain talent, and engage the people who buy our power solutions. We operate globally and recognise the cultural differences that may exist in the countries in which we do business. We recognise that a truly diverse workforce reflects our markets and will help us succeed in those markets. We will never tolerate any form of discrimination. We are committed to equality of opportunity in all of our employment and operational practices, procedures and policies. When we hire or promote someone, we choose the best candidate irrespective of age, race, national origin, disability, religion, gender, gender reassignment, sexual preference, marital status or membership/non-membership of any trade unions. We apply the same standards when selecting business partners.

Our aims:

- To create an environment in which individual differences and the contributions of all team members are recognised and valued.
- To create a working environment that promotes dignity and respect for every colleague.
- To not tolerate any form of intimidation, bullying or harassment, and to discipline those that breach this policy.
- To make training, development, and progression opportunities available to all colleagues.
- To promote equality in the workplace, which XP Power believes is good management practice and makes sound business sense.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures without repercussions.
- To encourage employees to treat everyone with dignity and respect.
- To regularly review all our employment practices and procedures so that fairness is maintained at all times.

Signed:



**Gavin Griggs**  
Chief Executive Officer  
15th May 2021