



Environmental Policy

XP Power is committed to be the world leader in our industry by reducing its impact on the environment.

We will strive to improve our environmental performance by:

- As a minimum complying with all relevant environmental legislation and regulations as they relate to each location and community in which we operate.
- Employ best practices to maximize the efficient use of resources to minimize waste and prevent pollution.
- Focus on promoting an environment of continuous improvement and risk mitigation through identifying objectives and setting measurable goals.
- Consider and respond to environmental issues through all phases of our product life-cycle.
- Communicating our environmental policy and objectives to our suppliers and employees and encourage their participation in environmental best practices.

Signed:

A handwritten signature in black ink, appearing to read 'Duncan Penny', with a stylized flourish at the end.

Duncan Penny
Chief Executive
Date: 24th October 2019