



Modern Slavery Policy

XP Power is committed to a work environment that is free from modern slavery. This is achieved by:

- Communicating that as an organization we do not engage and are strongly against any offenses of slavery, servitude forced labour and/or human trafficking.
- Performing due diligence on our supply chain. We would immediately disengage with any supplier that does not have the same vision on forced labour as XP Power.
- Complying with all relevant legislation including the Modern Slavery Act 2015.
- Adopting this policy within our Corporate Sustainability and Code of Ethics program.

This policy is supported by all levels of the XP Power organisation. Any abuse of human rights would be acted upon immediately and appropriate action taken.

Signed:

A handwritten signature in black ink, appearing to be 'Duncan Penny', written over a light blue horizontal line.

Duncan Penny
Chief Executive
Date: 13th December 2016