



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:

- Complying with all relevant environmental legislation and regulations as they pertain to each facility locations and communities.
- Employ best practices to maximize the efficient use of resources to minimize waste and prevent pollution.
- Develop a leadership team with a 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.
- By communicating our environmental policy and objectives to our stakeholders 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 2016