

# ○ — BIODIVERSITY POLICY

XP Power Limited (“XP Power” or the “Company”) Biodiversity Policy

This Biodiversity Policy (the “Policy”) sets out XP Power Limited’s approach to biodiversity and related commitments.

XP Power expects all employees (whether permanent, fixed term, or temporary), and third parties, including but not limited to contractors, agency workers, and suppliers, to comply with this policy.

The Board of Directors has ultimate responsibility for the implementation of this policy.

## Policy Statement

Biodiversity is defined as the variety of plant, animal and marine life in the world or a particular environment. Biodiversity is critically important to the health and stability of natural capital, by providing resilience to extreme weather events including floods and droughts, and by supporting natural processes such as the carbon and water cycles.

The loss of biodiversity represents a significant risk, not only to the sustainability of ecosystems and their local populations, but also to companies and economies that rely on the natural world for natural resources and predictable natural processes. As a responsible business which seeks to ‘do the right thing’ for the planet, we will continue to seek to find ways to minimize our negative impacts on biodiversity, including through the commitments outlined below.

## Our commitments

XP Power is committed to protecting biodiversity and minimizing the potential negative impact that our business may have on the natural environment. We recognize that climate change, deforestation, land degradation and water pollution each pose a severe threat to the sustainability of important ecosystems, and that business and industry sometimes contribute to these negative effects.

We continually seek to find ways to reduce our impact on the natural environment. In this spirit we are committed to achieve net zero by 2040 across Scope 1, 2 and 3 emissions, and seek to continually reduce our impact across the whole value chain.

We are committed to acting in compliance with all applicable environmental laws and regulations on biodiversity and land management. Wherever possible, the Group seeks to incorporate biodiversity considerations into its strategy and will explore opportunities to promote habitat conservation. We are aiming to ensure that we do not directly or indirectly contribute to deforestation. Where our operations are deemed to have affected the biodiversity of our immediate environment, we will seek to remediate this disturbance through rehabilitation of habitat, and regular reporting on any corrective action plans.

### **Monitoring and reporting**

The Board will review this Policy annually, or as appropriate, to reflect best practice and to ensure its effectiveness. We are committed to continually monitor and assess the impacts of our operations on biodiversity and will seek to develop our approach as we gain greater understanding of our exposure to biodiversity issues, both in our operations and wider supply chain. Additionally, we will continue to raise awareness of biodiversity-related issues and conservation among our employees and other stakeholders.

**The above statement was approved by the Board of Directors of XP Power Limited on 11 Jan 2023.**

**For and on behalf of the Board**



**Gavin Griggs**  
Chief Executive Officer