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## Corporate Social Responsibility Company Policy

Operating in a responsible and sustainable manner is important to Vox Power. While we manage our business in line with the expectations of diverse global stakeholders, we also see corporate responsibility as a discipline that helps us manage risks and maximise the opportunities available to us in a changing world.

We are committed to understanding, monitoring and managing our social, environmental and economic impact which enables us to contribute to society's wider goal of sustainable development. This commitment is deeply ingrained in our core values and we aim to demonstrate these responsibilities through our actions and within our company policies.

At Vox Power, we follow best practice per the guidance standard ISO26000 and define our Corporate and Social Responsibility as follows:

- Conducting business in a socially responsible and ethical manner;
- Protecting the environment and the safety of people;
- Supporting human rights;
- Engaging, learning from, respecting and supporting the communities and cultures within which we work

Vox Power is committed to being a leader in the field of Corporate Social Responsibility and recognises that in doing so, we will add significant value for our shareholders.

This Policy applies to activities undertaken by or on behalf of Vox Power Ltd.

All Vox Power employees, suppliers, independent contractors/consultants are to adhere to the Corporate Social Responsibility described in this policy into their day-to-day work activities. Vox Power Directors and managers are to act as role models by incorporating these considerations into decision-making in all business activities.

Vox Power Directors are to ensure that appropriate organisational structures are in place to effectively identify, monitor, and manage Corporate Social Responsibility issues and performance relevant to our business.

# CSR Company Policy

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This Policy is built on the following areas that reflect existing and emerging standards of Corporate Social Responsibility:

## Business Ethics and Transparency

Vox Power will conduct its business in an open, honest, and ethical manner.

Vox Power recognises the importance of protecting all of our human, financial, physical, informational, social, environmental, and reputational assets.

Vox Power will advise its independent contractors/consultants suppliers of its Corporate Social Responsibility Policy, and will work with them to achieve consistency with this policy.

Vox Power is committed to measuring, auditing and tracking the performance of its Corporate Social Responsibility programs.

## Health & Safety

Vox Power is committed to protecting the health and safety of all individuals affected by our activities, including our employees, independent contractors/consultants and the public. Vox Power will provide a safe and healthy working environment, and will not compromise the health and safety of any individual.

Our goal is to have no accidents and mitigate impacts on the environment by working with our stakeholders, peers and others to promote responsible environmental practices and continuous improvement.

All employees and independent contractors/consultants are responsible and accountable for contributing to a safe working environment, for fostering safe working attitudes, and for operating in an environmentally responsible manner.

## Environment

Vox Power is committed to environmental protection.

We recognise that pollution prevention, biodiversity and resource conservation are key to a sustainable environment, and will effectively integrate these concepts into our business decision-making.

Our new product development program ensures all concepts of Corporate Social Responsibility are addressed with ultra-high efficiency designed products, which waste less energy, reduce carbon footprint, consume less physical materials and compliant to the reduction of hazardous substances.

## Stakeholder Relations

As a global supplier to customers worldwide, Vox Power operates across a diverse range of cultures and international markets. We are proud of our commitment to apply fair labour practices with our sub-contractors, honouring the national and local laws of the countries and communities where we operate. We do not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment.

Vox Power works with our sub-contractors and suppliers to help them treat their workers and employees fairly and with dignity and respect, maintain safe working conditions, and conduct manufacturing activities in an environmentally safe and responsible manner. Vox Power does not tolerate human rights abuses, human trafficking and/or slavery, and will not engage or be complicit in any activity that solicits or encourages human rights abuse.