

# Environmental, Social, and Governance (ESG) and Corporate Social Responsibility (CSR) Code of Practice

## Introduction

Applied Power Engineering Ltd is committed to conducting its business in an environmentally and socially responsible manner, while adhering to strong governance principles. This ESG and CSR Code of Practice outlines our commitment to sustainability and corporate responsibility in the power generation sector.

## Environmental Responsibility

- *Sustainable Operations:* We will continuously strive to minimize the environmental impact of our power generation activities by implementing technologies and practices that reduce emissions, improve energy efficiency, and promote renewable energy sources.
- *Resource Conservation:* We will work to reduce our consumption of resources, such as water and raw materials, and will promote the responsible use and disposal of these resources.
- *Environmental Compliance:* We will adhere to all relevant environmental laws and regulations and seek opportunities to go beyond compliance to protect the environment.

## Social Responsibility

- *Safety and Health:* The safety and well-being of our employees, contractors, and the communities in which we operate are of paramount importance. We will maintain and enforce strict safety and health standards.
- *Diversity and Inclusion:* We are committed to fostering diversity and inclusion within our workforce and creating an equitable and respectful work environment.

## Governance

- *Ethical Conduct:* We will conduct our business with the highest standards of integrity, transparency, and ethics. Any unethical behaviour will not be tolerated.
- *Board Accountability:* Our board of directors will be accountable for overseeing our ESG and CSR initiatives and ensuring alignment with the company's overall strategy.
- *Stakeholder Engagement:* We will actively engage with our stakeholders, including shareholders, employees, customers, and the public, to understand and address their concerns and expectations.

## Continuous Improvement

- *Performance Metrics:* We will set and monitor performance metrics related to ESG and CSR goals and continuously strive for improvement.
- *Adaptation and Innovation:* Applied Power Engineering Ltd will remain adaptable and open to innovation to address emerging ESG and CSR challenges and opportunities.

## Conclusion

This ESG and CSR Code of Practice is a commitment from Applied Power Engineering Ltd to conduct its operations in a manner that prioritizes sustainability, responsible practices, and governance. It serves as a guideline for all employees, contractors, and stakeholders to uphold these values in all our activities. We will review and update this code of practice as necessary to reflect changing circumstances and to ensure its continued alignment with the company's mission, values and strategic direction.

## Signed by:



Darren Bailey  
Managing Director  
Applied Power Engineering Ltd

Effective Date: 27/10/2023