

# ESG Policy

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## 1.0 Introduction

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**INTRODUCTION** The purpose of this ESG Policy is to demonstrate AMP's commitment to corporate environmental, social and governance matters relevant to our operations.

This policy sets the framework for how AMP meet the present and future requirements of markets and society.

This policy also reflect commitment to conduct our business with integrity in all our actions. As a part of that, AMP and our business partners must as a minimum comply with national laws and regulations as well as the principles expressed in the UN Global Compact initiative or principles similar to the ones expressed herein.

### 1.1 Applicability

The policy applies to all staff and consultants and/or contracting staff working in AMP.

As mutually trusted partners, AMP always takes the long-term view as opposed to chasing short term gains.

Our position as one of the leading providers of high performance rugged harsh environment UPS and Power Protection solutions thus built on close relationships with our customers, industry knowledge.

Trust is paramount in an accountable organization and is established by always being honest and straightforward in our advice and delivering as promised, with our word as our bond.

### 1.2 Definitions

Key terms and definitions can be found in the appendix. In this policy "AMP" shall also be referred to as the company or AMP.

### 1.3 Policy Statement

In AMP, we strongly believe in the mutual interest of both AMP and our business partners to meet the present and future requirements of markets and society. This includes demonstrating responsibility towards the environment and the people taking part in the development and delivery of our solutions and services.

As a specialist provider of high performance rugged harsh environment UPS and Power Protection solutions we design and supply to a wide range private and public customers as well as millions of end users.

As mutually trusted partners, AMP always takes the long-term view as opposed to chasing short term gains.

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Trust is paramount in an accountable organization and is established by always being honest and straightforward in our advice and delivering as promised, with our word as our bond.

Our overall ESG policy, which includes our Code of Conduct - for Workers and Code of Conduct for Business Partners, has been approved by AMP's management team and the board of directors.

The goal of this policy is to aid AMP's senior leadership and external entities to:

- set strategies with respect to ESG matters, as well as create, execute, and monitor initiatives and policies based on such strategy
- oversee communications with staff, management, and other stakeholders for ESG matters
- develop understanding and incorporation of ESG management in the future We want to make sure that our actions are backed by data.
- A climate positive manufacturing and design company
- A diverse and unified world class working place
- An honest, trusted, and accountable manufacturing and design company We believe these three steps will lead us not only towards both sustainability and profitability as well as set an example for others to join us.

Within the three over all key areas, environment, social and governance, we have defined the issues that are material to AMP, and which should be in focus at all management levels.

- Environment
- Carbon Emissions
- Energy Management
- Climate Risk
- Pollution and water Social
- Employee Health and Safety
- Diversity and Inclusion
- Wage Level and Equal Pay
- Employee Turnover Rate Governance
- Data Privacy
- Corporate Governance
- Transparency and Reporting
- Stakeholder Engagement
- Ethics and Compliance.

In our AMP-strategy for 2021-2030 we focus on these issues within our sphere of influence, which includes our customers, investors, staff, suppliers, vendors and partners as well as the society and communities we work within in.

AMP supports a precautionary approach to environmental challenges and undertakes initiatives to promote greater environmental responsibility.

AMP has committed itself to being CO2 positive in 2030, as we recognize the climate crisis as the major threat to both society and business.

As a manufacturing and design company with both public and private customers, we have an important role to play regarding the green transformation of society. Thus, AMP commits itself to work actively to be compliant with Global Compact's Environmental Protection Principles:

- Businesses should support a precautionary approach to environmental challenges
  - Undertake initiatives to promote greater environmental responsibility
  - Encourage the development and diffusion of environmentally friendly technologies We focus on:
    - Designing and supporting policies, programs and actions that allows us to reduce consumption, manage waste responsible and recycle when possible
    - Collaborating with relevant partners in order to reach our goals
    - Asking our vendors to act responsible by considering environmental and climate factors in vendor selection process
  - Finding & testing tools, methods and initiatives that enable us to become carbon neutral
- Social – Labor Rights and people We want to be a diverse and unified world class working place. AMP supports and respects the protection of internationally proclaimed labour rights, and we make sure that we are not complicit in violations of labour rights. Thus, AMP commits itself to work actively to be compliant with Global Compact's Labour Rights Principles:
- Businesses should uphold freedom of association and the effective recognition of the right to collective bargaining
  - The elimination of all forms of forced and compulsory labour
  - The effective abolition of child labour
  - and the elimination of discrimination with respect to employment and occupation We focus on:
    - Supporting policies, programs and actions that drives workforce engagement
    - Supporting actions and partnerships that promote diversity and inclusion
    - Supporting policies, programs and actions that drives gender balance and equal pay
- Corporate Governance – Human Rights and Anticorruption We want to be an honest, trusted and accountable software company and we support the Universal Declaration of Human Rights.

In AMP we operate our business in a transparent and trustworthy way, and we make sure that we are not complicit in any human rights abuses.

AMP also recognises corruption and bribery as barriers to sustainable development as well as free and fair trade.

AMP supports the work against corruption in all its forms, including extortion and bribery. Thus, AMP commits itself to work actively to be compliant with Global Compact's principles on Human Rights and Anticorruption:

- Businesses should support and respect the protection of internationally proclaimed human rights

- Make sure that they are not complicit in human rights abuses in all its forms, including extortion and bribery
- Businesses should work against corruption We focus on:
- Implementing policies, programs and actions ensuring Data Privacy and Data Security
- Supporting fair business through advocacy of Business Ethics internally and externally
- Implementing policies, programs and actions that eliminates the risks of bribery and corruption this ESG Policy is not exhaustive, and AMP will continue to update and amend as its business operations expand in scope.

COMPLIANCE Breach or non-compliance with this policy may have severe consequences for AMP depending on the seriousness of the violation. This may therefore have consequences for your employment with the company.

The following situations will always be considered a serious breach of this policy:

- Acceptance of bribery
- Sexual harassment or hate crimes
- Discrimination based on gender reassignment, religion or belief, age, race, sexual orientation, disability
- Pay and benefits
- Terms and conditions of employment