

## Ethical and sustainable sourcing policy

At Applied Power Engineering, we are committed to conducting our business in an ethical and sustainable manner. We recognise that our activities can have a significant impact on society and the environment, and we are committed to ensuring that this impact is positive.

Our Ethical and sustainable sourcing policy is designed to ensure that we source our products in a way that respects the human rights, protects the environment and promotes sustainable development. We comply with all relevant legislation and regulations, including the Modern Slavery Act 2015, the Environmental Protection Act 1990 and the Waste Electrical and Electronic Equipment (WEEE) Regulations 2013.

### Respecting Human Rights:

We are committed to respecting the human rights of all individuals involved in our supply chain. We will not tolerate any form of forced or child labour, and we require our suppliers to adhere to the principles of the Modern Slavery Act 2015. We also require our suppliers to provide safe working conditions, dignity, fairness, respect and equality.

### APE Policies in place:

- Alcohol and Drugs policy
- Anti-Bribery policy
- Dignity at Work
- Equal Opportunities and Diversity
- Modern Slavery and Human Trafficking
- Whistleblowing
- Young Workers and Child Labour

### Environmental Protection:

We recognise the importance of protecting the environment and are committed to reducing our environmental impact. We aim to minimise waste and energy consumption throughout our operations and supply chain. We also use sustainable materials wherever possible, including recycled materials, parts and renewable resources.

We require our suppliers to comply with all relevant environmental legislation and regulations, and to work to reduce their environmental impact. This includes reducing greenhouse gas emissions, conserving natural resources and managing waste and pollution. We encourage our suppliers to use sustainable materials and processes in their production.

### APE Documents and controls in place:

- Environmental policy
- Waste Management policy
- Environmental objectives
- Environmental Legal register
- Environmental Aspects and Impacts register
- Supplier/Subcontractor selection and evaluation
- Supplier/Subcontractor assessment

**Traceability:**

We believe in transparency and traceability throughout our supply chain. We require our suppliers to provide us with information on their supply chain, including the origin of their products. We are also planning to conduct regular audits of our suppliers in the near future to ensure that they are meeting our standards for human rights and environmental protection.

**APE Processes in place:**

- Supplier/Subcontractor selection and evaluation
- Supplier/Subcontractor assessment

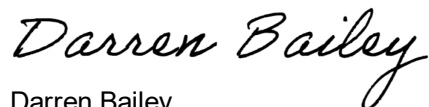
**Continuous Improvement:**

We are committed to continuous improvement of our ethical and sustainable sourcing practices. We regularly review our policies and processes to ensure that they are up-to-date and effective. We also work with our suppliers to identify and address any areas that need improvement.

**Conclusion:**

At Applied Power Engineering, we are committed to conducting our business in an ethical and sustainable manner. We recognise our responsibility to society and the environment; we will continue to work towards ensuring that our activities have a positive impact. We will comply with all relevant legislation and regulations, and will work with our industry partners and other stakeholders to promote best practices and drive positive change throughout the supply chain.

All employees and contractors are expected to cooperate with Applied Power Engineering in the implementation and improvement of the sustainability policy.



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