



Green Power Solutions Ltd Responsible Business Policy

Version: 1.0

Effective Date: July 2026

Review Date: July 2027

Policy Owner: Chief Executive Officer

1. Purpose

Green Power Solutions Ltd ("GPS") develops technology that enables organisations to monitor, manage and optimise remote assets more efficiently. Our solutions help customers reduce unnecessary engineer visits, improve operational performance and reduce associated environmental impacts.

We believe long-term business success depends upon creating value not only for shareholders, but also for employees, customers, suppliers, communities and the environment.

This Responsible Business Policy establishes the principles that guide our decisions and behaviours and provides the overarching framework for our governance, ethics, sustainability and stakeholder commitments.

2. Our Principles

Everything we do is guided by six principles:

We create positive impact

We develop technologies that improve operational efficiency while helping customers reduce waste, fuel consumption and greenhouse gas emissions.

We act ethically

We conduct business honestly, transparently and with integrity in every market in which we operate.

We respect people

We respect internationally recognised human rights and provide a safe, fair and inclusive workplace.

We innovate responsibly

We develop secure technologies and use Artificial Intelligence responsibly to enhance human capability, improve decision-making and deliver value to customers.

We consider all stakeholders

We seek to balance the interests of customers, employees, suppliers, investors, communities and the environment in our decision-making.

We continually improve

We encourage innovation, learning and continual improvement across our products, services and governance.

3. Scope

This policy applies to:

- Directors
- Employees
- Contractors
- Consultants
- Temporary workers
- Agency workers
- Business partners acting on behalf of Green Power Solutions where appropriate.

4. Stakeholder Governance

Green Power Solutions recognises that responsible businesses create long-term value by considering the interests of all stakeholders.

When making significant strategic decisions we consider the potential impacts on:

- Customers
- Employees
- Contractors
- Suppliers
- Investors
- Local communities
- Society
- The environment

alongside the long-term sustainability and resilience of the business.

We encourage open dialogue with stakeholders and seek feedback to improve our products, services and business practices.

5. Human Rights

Green Power Solutions respects internationally recognised human rights throughout our operations, supply chain and business relationships.

We commit to operating in accordance with:

- the **United Nations Guiding Principles on Business and Human Rights**
- the **Universal Declaration of Human Rights**
- the **International Bill of Human Rights**
- the **International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.**

We seek to identify, prevent and address potential adverse human rights impacts arising from our business activities.

We expect those acting on our behalf to uphold these same principles.

6. Fair Employment

We are committed to providing employment that is fair, lawful and respectful.

Green Power Solutions will:

- recruit fairly and without discrimination
- provide equal opportunities
- prohibit harassment and victimisation
- provide fair terms and conditions of employment
- comply with employment legislation
- support employee wellbeing
- encourage learning and professional development
- provide opportunities based upon merit.

We respect employees' rights to freedom of association and collective bargaining where recognised by law.

7. Diversity, Equity and Inclusion

Innovation benefits from diverse perspectives.

We are committed to creating an inclusive workplace where every individual is treated fairly, respectfully and with dignity regardless of:

- age
- disability
- race
- ethnicity
- nationality
- religion or belief
- sex
- sexual orientation
- gender identity
- pregnancy or maternity
- marital status
- any other protected characteristic.

We oppose discrimination in every aspect of employment.

8. Health, Safety and Wellbeing

Protecting people is a fundamental responsibility.

Green Power Solutions will:

- provide safe systems of work
- assess and manage risks
- provide appropriate information and training
- support remote and hybrid working safely
- promote positive mental health
- investigate incidents
- continually improve health and safety performance.

These commitments are supported by our Health & Safety Policy.

9. Modern Slavery and Labour Rights

Green Power Solutions has zero tolerance for:

- modern slavery
- forced labour
- debt bondage
- child labour
- human trafficking.

Employment must always be freely chosen.

We seek to work with suppliers and partners who share these values and comply with applicable labour legislation.

This commitment is supported by our Modern Slavery & Human Trafficking Policy.

10. Ethical Business Conduct

Integrity underpins every aspect of our business.

We are committed to:

- complying with all applicable laws
- preventing bribery and corruption
- preventing fraud
- avoiding conflicts of interest
- maintaining accurate financial records
- competing fairly
- protecting confidential information
- reporting unethical conduct
- maintaining transparent governance.

These commitments are supported by our:

- Anti-Bribery & Corruption Policy
 - Anti-Facilitation of Tax Evasion Policy.
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11. Responsible Artificial Intelligence

Artificial Intelligence is an important part of Green Power Solutions' products, services and internal operations.

We believe AI should enhance human capability rather than replace responsible human judgement.

When developing or deploying AI-enabled solutions we seek to:

- ensure appropriate human oversight
- protect privacy and personal information
- minimise bias where reasonably practicable
- maintain robust cybersecurity controls
- comply with applicable legislation
- explain the role of AI within our products where appropriate
- continually monitor and improve AI systems
- encourage employees to use AI responsibly to improve productivity, innovation and decision-making while remaining accountable for final decisions.

We are committed to deploying AI in a manner that benefits customers, society and the environment.

12. Responsible Procurement

We seek to build long-term relationships with suppliers who demonstrate responsible business practices.

Where appropriate we consider:

- legal compliance
- ethical conduct
- respect for human rights
- labour standards
- information security
- environmental performance
- quality
- reliability
- innovation
- long-term partnership.

Where significant concerns arise we will engage with suppliers to encourage improvement and review relationships where appropriate.

13. Environmental Responsibility

Environmental responsibility is central to our purpose.

Our products are designed to help customers reduce unnecessary engineer visits, improve operational efficiency and lower associated greenhouse gas emissions.

Within our own operations we are committed to:

- improving energy efficiency
- reducing unnecessary travel
- reducing waste
- minimising resource consumption
- using digital-first processes where practical

- considering environmental impacts during product design
- continually improving environmental performance.

We recognise that technology and innovation play an important role in supporting the transition to a lower-carbon economy.

14. Data Protection and Cyber Security

We recognise that trust depends upon protecting information.

Green Power Solutions commits to:

- protecting personal information
- complying with UK GDPR and applicable privacy legislation
- maintaining appropriate cybersecurity controls
- protecting customer and supplier information
- safeguarding intellectual property
- promoting cybersecurity awareness
- continually improving cyber resilience.

These commitments are supported by our Data Protection & GDPR Policy and Cyber Security Policy.

15. Tax Integrity

Green Power Solutions is committed to paying the correct amount of tax in every jurisdiction in which we operate.

We prohibit the criminal facilitation of tax evasion and maintain appropriate financial controls to ensure transparency and compliance.

16. Political Activity and Lobbying

Green Power Solutions is politically neutral.

The Company does not make political donations.

We do not currently undertake lobbying activities to influence legislation or public policy.

Should this position change, we will publicly disclose our lobbying activities and conduct them transparently, ethically and in accordance with applicable legislation.

17. Speaking Up and Raising Concerns

Green Power Solutions encourages employees, contractors, suppliers, business partners and other stakeholders to raise genuine concerns about the conduct or activities of the Company or anyone acting on its behalf.

Concerns may include, but are not limited to:

- human rights or labour rights;
- discrimination, harassment, bullying or unfair treatment;
- modern slavery, forced labour or unethical working practices;
- health, safety or wellbeing;
- bribery, corruption, fraud or other unethical conduct;
- environmental impacts;
- information security or data protection; and
- breaches of law or Company policies.

How to raise a concern

Employees should normally raise a concern with their line manager in the first instance. If the concern involves their line manager, or they do not feel comfortable raising it with them, they may raise it directly with the Chief Executive Officer or another Director.

Contractors, suppliers, business partners and other external stakeholders may raise concerns directly with the Chief Executive Officer at hello@greenpowersolutions.uk, clearly stating that the communication relates to a concern or grievance.

Concerns may be raised confidentially. Individuals are encouraged to provide sufficient information to allow the matter to be understood and appropriately investigated.

How we will respond

All genuine concerns will be treated seriously, fairly and with appropriate confidentiality. Green Power Solutions will:

- acknowledge and assess the concern;

- investigate it appropriately and proportionately;
- provide the person raising the concern with an appropriate response or outcome where reasonably possible;
- take corrective or remedial action where a concern is substantiated; and
- use relevant findings to improve our policies, practices and controls where appropriate.

Where a concern relates to a potential adverse human rights impact, we will seek to understand the impact, take appropriate steps to prevent or mitigate further harm and, where Green Power Solutions has caused or contributed to an adverse impact, support appropriate remediation.

Protection from retaliation

No employee, contractor, supplier, business partner or other stakeholder will suffer retaliation or detrimental treatment for raising a genuine concern in good faith.

Any retaliation against a person for raising or participating in the investigation of a genuine concern will itself be treated as a serious matter.

Escalation

Where an individual believes their concern has not been appropriately addressed, they may escalate the matter to another Director of Green Power Solutions.

Concerns and their outcomes will be recorded appropriately, subject to confidentiality and data protection requirements. Significant concerns and any recurring themes will be considered by the Directors as part of the Company's governance and responsible business review processes.

18. Governance and Accountability

The Directors are responsible for ensuring this policy is implemented effectively.

Leadership will:

- promote ethical behaviour
- oversee legal compliance
- review responsible business performance
- allocate appropriate resources
- encourage continual improvement
- monitor emerging environmental, social and governance risks
- regularly review this policy.

Responsible business performance forms part of Green Power Solutions' long-term strategic planning.

19. Supporting Policies

This policy should be read alongside the Company's supporting policies, including:

- Health & Safety Policy
 - Equality & Diversity Policy
 - Modern Slavery & Human Trafficking Policy
 - Anti-Bribery & Corruption Policy
 - Anti-Facilitation of Tax Evasion Policy
 - Data Protection & GDPR Policy
 - Cyber Security Policy
 - Quality Policy
 - Drug & Alcohol Policy
 - Supplier Code of Conduct (when implemented)
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20. Review

This policy will be reviewed annually, or sooner if required by changes in legislation, business operations, stakeholder expectations or the Company's strategic direction.

Approval

Approved by:

Sam Taylor

Chief Executive Officer

Andrew Shaw

Chief Technical Officer

Green Power Solutions Ltd