

001-0000-POL0001-01A

ESG POLICY

POLICY DEPLOYMENT

QMS

| REVISION | DETAILS | RELEASE DATE | APPROVED |
|----------|--------------------|-------------------|------------------|
| 01A | <i>First draft</i> | <i>31/05/2024</i> | <i>T. Brooks</i> |

1 | INTRODUCTION

Raeon is committed to operating in a sustainable and responsible manner, considering the environmental, social, and governance (ESG) aspects of our business. This policy outlines our commitment to ESG principles and guides our actions in designing, developing, manufacturing, and distributing battery modules and packs.

As a relatively new business, the implementation and monitoring of this ESG policy is a part of our continuous improvement activities.

2 | ENVIRONMENTAL

The environmental aspect of our ESG policy focuses on the following principles;

1. Resource Efficiency: We will strive to reduce our environmental footprint by:
 - Optimising resource utilisation throughout our supply chain and manufacturing processes.
 - Implementing energy-efficient technologies and practices.
 - Minimising waste generation and promoting recycling and reuse of materials.
 - Exploring and adopting sustainable materials and manufacturing processes.
2. Climate Change: We will actively contribute to the fight against climate change by:
 - Reducing our greenhouse gas emissions throughout our operations.
 - Supporting the development and adoption of sustainable transportation solutions.
3. Circular Economy: We will embrace the principles of a circular economy by:
 - Designing battery modules and packs for recyclability and end-of-life management.
 - Implementing take-back programs for used batteries.
 - Collaborating with industry partners to develop sustainable battery recycling solutions.

3 | SOCIAL

The social aspect of our ESG policy focuses on the following principles;

1. Responsible Sourcing: We will source materials and components from suppliers who adhere to ethical and responsible practices, including:
 - Respect for human rights and labour standards.
 - Environmental responsibility and resource management.
 - Transparency and traceability in the supply chain.

2. Employee Well-being: We will foster a safe, inclusive, and respectful work environment for all employees by:
 - Promoting diversity, equity, and inclusion.
 - Providing opportunities for professional development and growth.
 - Ensuring fair and ethical treatment of all employees.
3. Community Engagement: We will be a responsible corporate citizen by:
 - Engaging with local communities and stakeholders.
 - Supporting initiatives that promote sustainability and social development.
 - Contributing to the well-being of the communities we operate in.

4 | GOVERNANCE

The governance aspect of our ESG policy focuses on the following principles;

1. Ethical Conduct: We will conduct our business with integrity and transparency, adhering to the highest ethical standards.
2. Compliance: We will comply with all applicable environmental, social, and governance laws and regulations.
3. Risk Management: We will identify, assess, and manage ESG risks associated with our operations.
4. Reporting and Transparency: We will report on our ESG performance and progress towards our sustainability goals.

5 | CONTACT

We're always seeking new ways to improve. For any comments or questions, please contact;

hello@raeon.com