



Policy owner:  
O.J. Sjørdalen  
Approved:  
K. Bodahl

No.: MNG-0011  
Revision: 1.0  
Date: 2023-02-21  
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Company Policy: **SUSTAINABILITY**

## 1. Purpose and area of application

Sustainability is about meeting the needs of the present without compromising the ability of future generations to meet their own needs. It is a broad concept that encompasses environmental, social, and economic considerations, and it recognizes the interconnections of these factors.

Pixii's sustainability policy is an integral part of our company strategy and our ambitions, values, and targets. The policy establishes the principles to keep environment, climate and social conditions at the forefront of our internal and external activities. It applies to all employees worldwide, and Pixii will enact the same values and principles wherever we have a presence.

## 2. Definitions

(Any expressions, abbreviations, organisational descriptions etc. that will clarify the policy for the reader)

UNGC	United Nations Global Compact

## 3. Main principles

Sustainability is embedded in the core of Pixii's vision: "Making clean energy convenient for all". Pixii's vision and mission support directly the UN Sustainability Development Goal 7: "Affordable and clean energy". The sustainability policy is based on the following principles:

### 3.1. Product design

- We will design our HW and SW products for maximal contribution to the reduction of climate change and pollution through providing power solutions for increased renewable energy generation and grid-integration, and for increased clean and reliable electrification of energy consumption and transport.
- We will select materials that have minimal environmental footprint to produce and that can be recycled. We will reduce waste by standardising materials and components used.

### 3.2. Sourcing

- Pixii promotes decent working and environmental standards in our supply chains. We cooperate closely with our suppliers and business partners in pursuit of this aim. Our Supplier Code of Conduct states what we expect of our suppliers and business partners.

### 3.3. Transport and Packaging

- Pixii will optimise our logistics and transport to minimise the emission of greenhouse gases created by our product distribution. Pixii will strive to innovate and select packaging concepts and materials to minimise the waste and ensure maximum recyclability.



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### **3.4. Sustainable operations**

- Pixii will always comply with environmental laws and regulations.
- We will improve our energy efficiency and move to renewable energy whenever possible.
- We will ensure that the waste management at our locations minimises waste and contributes to a circular economy.
- We will conduct Life Cycle Assessments of our operations and solutions to quantify, monitor, and enhance Pixii's contribution to the reduction of Green House Gas emissions.

### **3.5. UNGC Ten Principles**

- Pixii has adopted the UNGC Ten principles as a part of its business practice:

#### **Human Rights**

*Principle 1:* Businesses should support and respect the protection of internationally proclaimed human rights; and

*Principle 2:* make sure that they are not complicit in human rights abuses.

#### **Labour**

*Principle 3:* Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

*Principle 4:* the elimination of all forms of forced and compulsory labour;

*Principle 5:* the effective abolition of child labour; and

*Principle 6:* the elimination of discrimination in respect of employment and occupation.

#### **Environment**

*Principle 7:* Businesses should support a precautionary approach to environmental challenges;

*Principle 8:* undertake initiatives to promote greater environmental responsibility;

*Principle 9:* encourage the development and diffusion of environmentally friendly technologies.

#### **Anti-Corruption**

*Principle 10:* Businesses should work against corruption in all its forms, including extortion and bribery.



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#### **4. Relation to other processes and documents**

This policy is subject to a yearly management review.

Reference is made to Supplier Code of Conduct (Pixii doc. no. MNG-0013) and Code of Conduct and Ethics (Pixii doc. no. MNG-0010).

#### **5. Implementation and compliance**

##### **5.1. Information, understanding and training**

This policy is made available for all employees Pixii's document library in Sharepoint. Line managers are responsible for training of partners and employees as a part of the onboarding process. The Chief Execution Officer will present this policy to all employees at least once a year

##### **5.2. Monitoring compliance**

All managers are collectively responsible to implement this strategy within their area of responsibility. Any deviation should be reported to the closest line manager and addressed properly in the line organization. Incidents that are perceived to be of a serious nature can also be reported through Pixii's whistleblower channel.

#### **6. Ownership and maintenance**

The Chief Innovation and Sustainability Officer is responsible for maintenance of this Policy and the ambitions and intentions behind it. The Policy shall be evaluated when necessary and no less than once a year. Modifications of the Company Policies shall be approved by Company Management Team.