

Human Rights Policy



Global Policy

Owner: Julia Maksimova

Approved: Thomas Ingebretsen

Pixii is committed to upholding the highest standards of human rights across all facets of our operations and business relationships. Recognizing the critical importance of human rights, we explicitly commit to respecting internationally recognized standards. These include the International Bill of Human Rights, the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, and the Ten Principles of the United Nations Global Compact. This policy outlines our commitment, expectations, and the framework for implementation and accountability concerning human rights.

Our Commitment

Pixii pledges commitment to respect all internationally recognized human rights standards. This commitment is foundational to our operations, guiding our interactions with employees, suppliers, business partners, and the communities in which we operate. We acknowledge our responsibility to:

- Avoid infringing on the human rights of others and address adverse human rights impacts with which we are involved.
- Ensure our business practices are aligned with human rights principles, promoting a culture of respect and dignity.

Pixii expects all personnel, including employees, contractors, and executives, as well as business partners and other relevant parties, to uphold and contribute to the implementation of this human rights policy. Specifically, we require:

- **Personnel:** To act ethically and with integrity, respecting human rights in all professional conduct and decision-making, and act according to our Code of Conduct and Ethics.
- **Business Partners and Suppliers:** To align their operations and policies with our human rights standards, as detailed in our Supplier Code of Conduct and Responsible Sourcing Policy. To commit to transparent practices and continuous improvement in human rights performance, as guided by our conflict minerals policy and responsible sourcing policy.

Implementation

Pixii will implement its commitment to human rights through:

1. **Integration:** Incorporating human rights considerations into our business processes, decision-making, and risk management frameworks
2. **Due Diligence:** Conducting through human rights due diligence annually, to identify, prevent, mitigate, and account for how we address our impacts on human rights
3. **Training and Awareness:** Developing comprehensive training programs for all relevant personnel and partners on human rights standards and expectations
4. **Monitoring and compliance:** Regularly assessing our operations and supply chains to monitor compliance with this policy

Accountability and Reporting

Pixii recognizes that certain human rights may be more salient within our operations, given the nature of our business in the energy storage. These include conflict minerals and labor rights. Therefore Pixii is committed to transparent reporting and accountability mechanism to demonstrate our adherence to this human rights policy. This will include:

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- **Annual Sustainability Reporting:** Including a dedicated section on human rights, outlining our practices, impact assessments and progress.
- **Grievance Mechanisms:** Providing accessible channels for individuals and communities to raise concerns or grievances related to human rights impacts, with assurances of non-retaliation. [Link](#)
- **Continuous Improvement:** Committing to regular policy review and updates in response to assessments, stakeholder feedback, and evolving international standards.

Conclusion

Pixii's Human Rights Policy reflects our commitment to operating responsibly and ethically, respecting human rights at every level of our business. Through steadfast adherence to this policy, we aim to foster an environment of respect, integrity, and transparency, ensuring positive impacts on society and sustainable business growth. This policy is effective immediately upon publication and will be reviewed annually to ensure its relevance and efficacy.