



# Environmental, Social & Ethical Governance (ESEG) Statement

ESEG STATEMENT

VERSION **2.0**  
ISSUED: 23 MAR 2025

## Environmental, Social & Ethical Governance (ESEG) Statement

### 1. Introduction

At Fox ESS, we are committed to powering a cleaner, more sustainable future through innovation, responsibility, and transparency. As a global leader in energy storage solutions, we recognise our responsibility not only to our customers and stakeholders, but also to the communities and environments in which we operate. This statement outlines our integrated approach to ethics, sustainability, social responsibility, and supply chain management, providing a clear and transparent account of our ongoing efforts to uphold the highest standards across all areas of our business.

### 2. Ethics and Social Responsibility

We are proud to be certified under SA8000, a leading global social accountability standard that reflects our dedication to ethical business conduct and the welfare of our workforce. Our approach to social responsibility includes:

- Upholding freedom of association and collective bargaining, ensuring employees have a voice and representation within the workplace.
- Strictly prohibiting any form of child labour, forced labour, discrimination, or inhumane treatment within our operations.
- Providing fair wages, safe working conditions, and access to grievance mechanisms that enable employees to raise concerns confidentially and without fear of retaliation.
- Conducting regular training on employee rights, ethical standards, and compliance with international labour conventions.

We believe that social responsibility is not a compliance obligation but a moral imperative that forms the backbone of our corporate culture.

### 3. Statement on Forced Labour and Xinjiang Region

Fox ESS maintains a zero-tolerance policy on forced labour and modern slavery. We are acutely aware of global concerns regarding labour practices in the Xinjiang Uyghur Autonomous Region (XUAR), and we unequivocally state:

- Fox ESS does not source any raw materials, components, or products from XUAR.
- We require all suppliers to certify their own compliance with international human rights standards and confirm the geographic origin of their products.
- Our procurement and due diligence processes are designed to identify and eliminate any potential links to unethical or unlawful labour practices.

This commitment is reinforced through supplier audits, declarations, and ongoing compliance monitoring.

#### **4. Environmental Sustainability**

Sustainability is at the heart of our mission. We are ISO 14001 certified and have implemented a robust Environmental Management System (EMS) to minimise our environmental footprint. Key aspects of our environmental strategy include:

- Conducting regular environmental risk assessments to identify areas for improvement and mitigation.
- Reducing emissions, managing waste responsibly, and ensuring the safe handling and storage of chemicals.
- Innovating and investing in products that support the transition to renewable energy, including battery storage and energy-efficient inverters.
- Maintaining full compliance with local and international environmental regulations, including those governing environmental impact assessments and emissions permits.

We are constantly seeking new ways to enhance the environmental performance of our operations and products.

#### **5. Occupational Health & Safety**

The wellbeing of our employees is paramount. Our ISO 45001 certification affirms our proactive approach to occupational health and safety (OH&S). Our systems include:

- Comprehensive risk assessments for all work areas and processes.
- Ongoing health and safety training for employees and management.
- Access to trained first aid responders and the provision of appropriate PPE across all operational areas.
- Monitoring workplace conditions such as air quality, noise levels, lighting, and ergonomics.
- Maintaining safe and hygienic on-site accommodation and meal facilities for workers living on site.

We take a continuous improvement approach to OH&S, using incident reports and audit results to refine and strengthen our safety practices.

#### **6. Supply Chain Responsibility & Auditing**

Fox ESS operates a global supply chain, and we take our role as a responsible purchaser seriously. Our supplier management framework includes:

- Requiring suppliers to agree to and abide by our Supplier Code of Conduct, which outlines expectations regarding labour rights, environmental stewardship, and business ethics.
- Conducting regular supplier audits and on-site inspections to assess compliance with our standards.

- Reviewing documentation such as conflict-free mineral declarations, SAQs (Self-Assessment Questionnaires), and certifications from recognised third parties.
- Implementing remediation plans where non-conformances are identified, and terminating relationships where issues are not resolved.

We believe that collaboration and transparency are key to building a responsible and resilient supply chain.

## **7. Commitment to Sustainable Development**

We align our operations and strategies with the United Nations Sustainable Development Goals (SDGs). In particular, our business supports:

- Goal 7: Affordable and Clean Energy, by providing accessible and scalable renewable energy technologies.
- Goal 8: Decent Work and Economic Growth, by fostering ethical employment practices and safe workplaces.
- Goal 12: Responsible Consumption and Production, through efficient manufacturing and minimising waste.
- Goal 13: Climate Action, by reducing our carbon footprint and enabling the global transition to low-carbon energy systems.

We view sustainability not as a destination, but as an evolving journey that requires continuous engagement, innovation, and leadership.

## **8. Information Security and Data Privacy**

Fox ESS is certified to ISO 27001, the international standard for Information Security Management Systems (ISMS). This reflects our deep commitment to safeguarding customer, employee, and partner data across our operations. Our approach to information security includes:

- Rigorous data privacy policies in line with global standards and regulations.
- Proactive identification and mitigation of cyber and information-related risks.
- Continuous monitoring and improvement of our IT infrastructure, access controls, and data handling procedures.
- Mandatory staff training to ensure awareness of data protection responsibilities and secure information practices.

We recognise that data protection is essential to maintaining trust and transparency with all of our stakeholders.

## **9. Certifications and Audits Summary**

Fox ESS holds the following certifications and audit results as evidence of our ongoing commitments:

- ISO 14001:2015 – Environmental Management System

- ISO 45001:2018 – Occupational Health and Safety Management System
- ISO 27001:2013 – Information Security Management System
- SA8000:2014 – Social Accountability Standard
- SMETA 4-Pillar Audit – Covering Labour, Health & Safety, Environment, and Business Ethics
- Conflict-Free Mineral Commitment – Supporting responsible sourcing of 3TG minerals
- Supplier Audit Program – Continuous risk-based supplier assessment framework

---

This statement reflects our dedication to responsible business, human dignity, environmental protection, and continuous improvement. We invite our customers, partners, and stakeholders to join us in building a more sustainable and ethical future.