



Corporate Social Responsibility Policy Statement 2019

KiWi Power was founded due to the need for a more sustainable method of balancing the supply and demand of energy. KiWi works in collaboration with Transmission System Operators (TSOs), such as National, to achieve this. KiWi has been a key player in the market since 2009 and provides Demand Side Response (DSR) and Energy Storage solutions in UK and Internationally. DSR and Energy Storage are methods of reducing electricity consumption at times of peak demand. These programmes help TSOs reduce the need to use outdated, expensive and polluting, fossil fuel “peaking” power stations.

Our Values

Keep things simple

- By removing unnecessary complexity and creating uncomplicated solutions
- By operating a lean approach using technology and human ingenuity to improve and streamline activities

Collaborate

- By being adaptable and action orientated, striving to build engaged, long-term relationships founded on trust and mutual respect
- By challenging with respect, listening and acting to deliver the best outcome

Pioneer

- To lead the way in providing an innovative approach and a fresh perspective
- To challenge ourselves and KiWi’s stakeholders to think differently and influence change

Do what's right

- By believing in openness and transparency and share ideas for the greater good
- By priding ourselves on thinking long-term and make decisions based on what is best for the now and the long-term for the environment and KiWi’s stakeholders
- Accept that it will not always be correct the first time, but strive to work with integrity and do what is right, not just what is easiest
- To be considered, pragmatic and quietly confident in the decisions made

Guiding Principles

- To minimise the impact on sustainability of all activities



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- To comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice
- To integrate sustainability considerations into all business decisions
- To ensure all staff are fully aware of all KiWi's company policies and procedures

Working Practices

The Business

- Recognise the wide range of stakeholders involved in the business and be committed to maintaining high standards
- Commit to conducting business in a manner that considers the health and safety of staff, clients and stakeholders as well as the environment
- Must acknowledge and act on all feedback from all stakeholders and ensure lessons are learnt and working practices are improved
- Be open and honest in communicating strategies, targets, performance and governance to all stakeholders in a continual commitment to sustainability
- Undertake voluntary work within the community in order to share experiences and impress the importance of a sustainable approach on future generations

Travel and meetings

- Where practicable and feasible - to use sustainable and energy efficient travel methods to attend meetings and site visits
- To reduce the need to hold face to face meetings by keeping regular contact with clients and other stakeholders by phone and email
- When face to face meetings are essential, attempt to keep travel to a minimum by using sustainable alternatives such as teleconferences and video calls (if appropriate)
- To make available and promote a Cycle to Work Scheme to encourage employees to use bikes as transportation to and from work
- Reduce the need for staff to travel by supporting alternative working arrangements, including flexible hours

Equipment and consumption of resources

- Identify opportunities to reduce paper waste
- Minimise use of paper and other office consumables - by double-sided printing; using electronic medium (i.e. electronic notes and email); black and white printing as default; and using a sustainable on-metal waste paper collation



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- Reuse and recycle office waste, including paper, computer supplies and redundant equipment as sustainably as possible
- Out-source production of marketing collateral to a sustainable source
- Reduce energy consumption of office equipment by purchasing energy efficient equipment and good housekeeping
- Where feasible use an electricity supplier that is committed to renewable energy

Equality

KiWi believes that the promotion of equal opportunities across the Company enhances the overall success of the business. KiWi opposes all forms of unlawful or unfair discrimination or harassment on the grounds of race, religion, colour, nationality, ethnic or national origin, sex, sexual orientation, marital status, age or disability.

All possible measures will be taken to ensure that individuals are treated equally and fairly and that decisions on recruitment, selection, training, promotion and career management are based solely on objective and job-related criteria. Individuals will not be subjected to harassment, intimidation, threats, coercion or discrimination.

Ethical Conduct

KiWi is a socially responsible business and expects all staff to share the responsibility of knowing and accepting the principles of integrity and ethical behaviour. KiWi is obligated to understand the basic principles and policies that govern its operations.

As a minimum KiWi adheres to these basic principles:

- Non-excessive working hours
- No discriminatory or bullying behaviours exhibited to others
- Paying Living Wages applicable to the area of employment
- Safe and hygienic working conditions by exceeding welfare standards set in law

Anti-bribery and Corruption

KiWi complies with all anti-bribery laws and does not allow gratuities, favours, loans or any other accommodations from its suppliers or clients that are offered free of charge or at less than market value.

An act can be construed as a bribe if there is payment or the offering or promise of payment (or anything of item or service value) in return of information or actions.



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Payments of any kind to clients intended to induce sales, purchases or special favours are prohibited - which include any form of direct or indirect payment for these purposes to the employees of a business or government or to their relatives.

Antitrust and Competition

KiWi prohibits any agreement between itself and its competitors to fix prices for its goods and services or divide markets. Any other agreements that eliminate or restrict competition with competitors are prohibited.

Whistle Blowing

KiWi supports staff who raise protected disclosures. Staff must not victimise, subject to detrimental treatment or retaliate, against other staff who have made a protected disclosure.

All disclosures may be protected and KiWi encourages its staff to make disclosures about fraud, misconduct, bribery or other wrongdoing without fear of reprisal.

Protecting the Environment and Sustainability

KiWi respects the needs and concerns of the communities in which KiWi operates and recycling, energy conservation and waste minimisation are integral business requirements.

KiWi strives for continuous improvement and specific measures to prevent pollution, protect health and safety, and enhance the environment through its Environmental Policy (KPP003) and professional activities.

Management Systems

KiWi has a robust ISO 9001 and OHSAS 18001 based Management System, which is in the process of being expanded to include the requirements of ISO 27001. KiWi is currently certified to international standards by ISOQAR (a UKAS accredited company):

- ISO9001:2015 – Quality Management
- OHSAS18001:2007 – Occupational Health and Safety

Scope

The scope of the certified Occupational Health and Safety Management System covers 'The provision of demand side response, through the use of innovative energy technology'.



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This policy is supported by a documented and certified Quality and Occupational Health and Safety Management System, which details how KiWi effectively manages the significant risks associated with the processes carried out. This policy will be reviewed annually and updated as necessary to ensure continued compliance with KiWi requirements, strategy and current legislation.

Availability

Copies of all KiWi policies and the procedures that support them are available on Dropbox to all members of staff. All KiWi policies are available to view on KiWi's website and in the main office break out area. All other documents will be made available to interested third parties upon request.

Signed:

A handwritten signature in black ink, consisting of several fluid, overlapping strokes.

Date: 25/01/2019

Yuval Tamir (Chief Operating Officer & UK General Manager) Next review: January 2020