

SUSTAINABILITY REPORT 2021



SUSTAINABLE DEVELOPMENT GOALS



Kyte Powertech Ltd. started its sustainability journey in 2009 focusing primarily on Energy Management within the company premises. Through our sustained efforts, the overall carbon footprint of the company has been significantly brought down by 2021. Ireland's commitment to the Global Sustainable Development Goals has opened new aspects of sustainability for businesses that were earlier not considered to be important for the growth of the company.

48% Carbon Footprint Reduction since 2009

The United Nations in 2015 shared a blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the Sustainable Development Goals (SDGs), which are an urgent call for action by all countries —developed and developing—by 2030, in a global partnership to achieve significant progress by observing sustainable practices. The 17 goals can be broadly classified into three categories; Environmental, Social and Governance (ESGs).

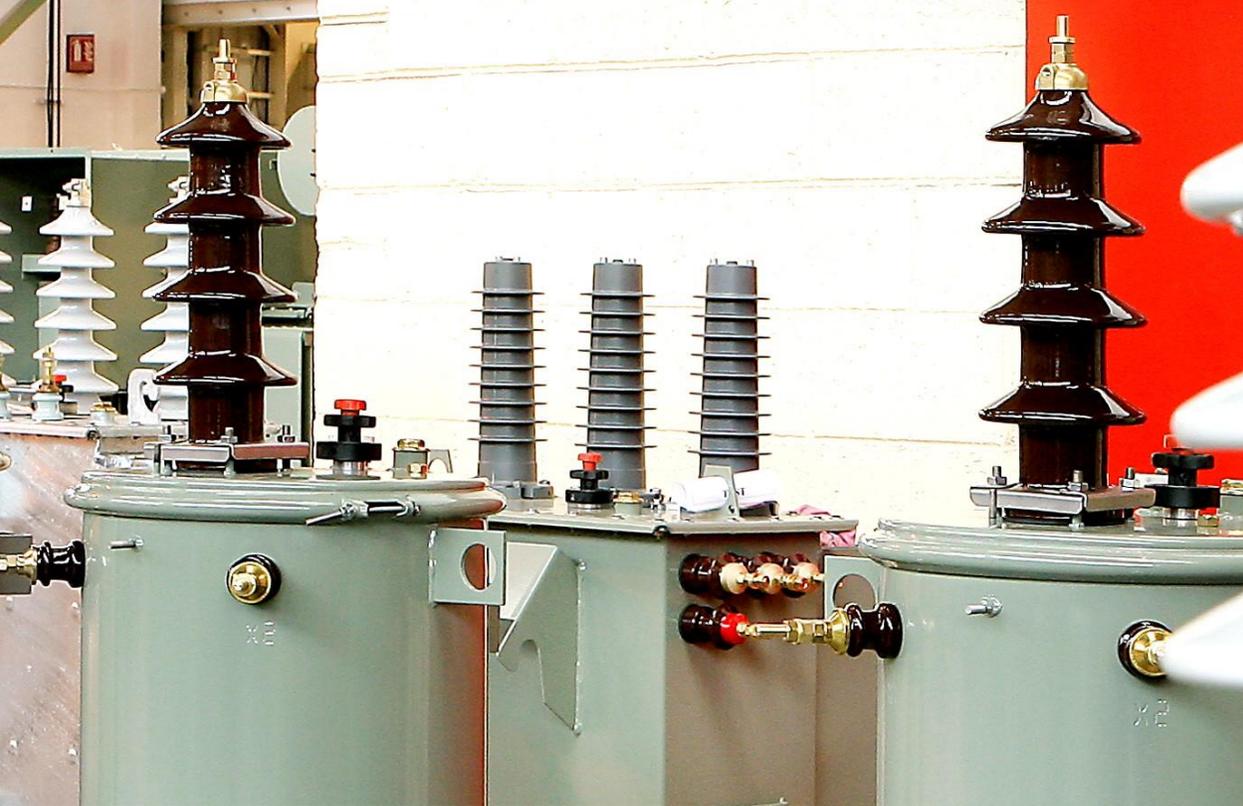
17 Goals **169 Targets**

The Environmental Pillar points manufacturing companies toward using **circular raw materials** to manufacture products that are **modular** and eschew the end-of-life concept, adopting a **restorative** and **regenerative** design that proves to be less harmful to the environment.

The Social Pillar focuses mainly on upholding respect for an **individual's rights** and promoting a **diverse** work environment while pushing towards the direction of economic growth.

The Governance Pillar looks at how well the company policies and practices align with the environmental, social and corporate regulations set in place for a geographical region and encourages businesses to be more **accountable** and **transparent** for better traceability of the progress made.





KYTE POWERTECH LIMITED

Established in Cavan, Ireland in 1977, Kyte Powertech has grown through major expansions to become a market leader in the manufacturing of bespoke, quality and efficient transformer solutions for the electrical industry. It produces and supplies a large range of products and services from its 17,500sqm manufacturing facility, which has the capacity to manufacture 6,500MVA annually. The company has developed significant relationships and strategic partnerships some lasting over 25 years. Kyte Powertech supplies utilities in the UK, Ireland, Belgium, and the Netherlands alongside a diverse portfolio of solutions for industrial, wind, solar, electric vehicle charging stations and battery storage. Having recently endowed the plant with over €7.5 million in new core cutting technology, robotic welding and state-of-the-art winding machines, Kyte Powertech has ambitious plans and future growth.

458 Employees

45+ Years of experience

16,000 Transformers manufactured annually

50+ Clients Served

in

24+ Countries





Stephanie Leonard
Chief Executive Officer
Kyte Powertech Ltd.

As a company, we are constantly evolving and growing with the changing environmental, social and economic outlook, while meeting our customer requirements. Our 45+ years of experience in delivering bespoke and quality transformers in Ireland and throughout international markets has always brought with it new challenges that have tested us and has proven our ability at being a reliable, resilient and trustworthy partner for our customers through providing decent employment and quality engineering.

Thanks to our valued employees, customers and suppliers, Kyte Powertech is an admirable success story, with a bright and sustainable future ahead.

The Covid-19 pandemic has been a stark reminder that our every action has a consequence which we must bear for the generations to come. Kyte Powertech's focus has drastically changed over the years from being driven on a linear business model to a company that consciously integrates sustainability in every aspect of its supply chain, from procurement, design, energy usage, emissions and waste produced as a result of its activities.

COP26 in Glasgow ended with the global agreement to accelerate action on climate this decade with nearly 200 countries agreeing to keep 1.5C alive and finalize the outstanding elements of the Paris Agreement. On our part we hope to achieve net zero carbon footprint in our products in collaboration with our employees, partners, customers and suppliers as we develop solutions for future networks.

Being sustainable is deeply rooted in our culture and has been a driving force for us to establish the "Sustainability Roadmap 2021-2025", that brings us in line with the "Vision 2050" of being Carbon Neutral by 2050. To track our achievements on the different environmental, social and governance pillars, we have set KPIs against which we will evaluate our progress at achieving the sustainability goals for the business. This roadmap as it evolves over time is our commitment to a sustainable future.

I am forever thankful to our customers and stakeholders who believe and support us in our sustainability journey now and into the future. I'm exceptionally proud of the Kyte Powertech team who face every challenge with such enthusiasm and commitment and are now facing possibly the most difficult challenge of our time. We as a team face it together with positivity and veracity.

Action on all our parts is needed and I am delighted to launch Kyte Powertech's Sustainability Roadmap and thankful to every individual who worked so diligently to make this happen.

ENVIRONMENTAL COMPLIANCE

6 *Sustainable & Ethical Procurement*

8 *Sustainable Design*

13 *Energy Management*

16 *Waste Management*

17 *Emissions*



SUSTAINABLE AND ETHICAL PROCUREMENT

Procurement encompasses a wide range of activities which include all the stages, sourcing raw materials and services from suppliers to tracking the receipt of goods and updating payment terms.

Being leading manufacturers of transformers, we believe it is the need of the hour to be in line with the goals set out for the Ireland Climate Action Plan and the global Sustainable Development Goals (SDGs). Sustainable procurement holds utmost importance in mapping the ESG footprint of the company.

Key aspects of **sustainable and ethical procurement** include:

- Identification of suppliers who engage in low-impact and environmentally-friendly trade practices.
- Usage of responsibly sourced and produced raw materials.
- Due diligence to Health & Safety and Labour laws.
- Maintenance of a work environment where employees feel respected and valued.

In 2021, Kyte Powertech initiated a full review of its suppliers to ensure that contractors undertaking work for the company are suitably competent and resourced to be able to discharge their duties under applicable Environmental, Health & Safety and relevant legislations in an ethical and socially responsible manner with due consideration to human rights, labor practices, safety, ethics, quality, and security in the supply chain.

Suppliers undergo screening based on relevant documentation provided such as **Environmental Management System Certifications (ISO 14001)**, **Safety Management System certifications (ISO 45001)**, **Quality System certifications (ISO 9001)**, **Code of Business Conduct**, **Ethical Labour Practices Compliance** policies as a part of the review.

630

Approximate number of suppliers of raw materials and services in 2021 (From annual spend list)

€ 60M

Approximate supply chain spend in 2021



+ 1.9%

Spend on Raw Material and Services

2020

2021

150

Approximate number of suppliers of raw materials in 2021

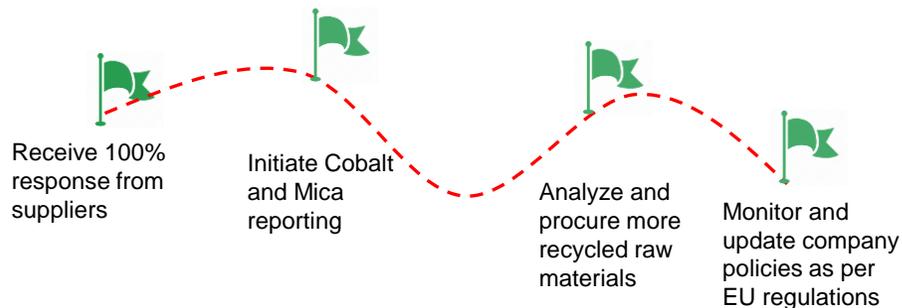
35%

Local procurement

58%

CMRT response rate from suppliers of raw materials in the fiscal year 2022

Road Ahead



CONFLICT MINERALS POLICY

Kyte Powertech recognizes the significance of due diligence practices to address the risk and legal obligations concerned with the sourcing of Conflict Minerals 3TG (Tin, Tantalum, Tungsten and Gold) under the Organization for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of 3TG from Conflict-Affected and High-Risk Areas (CAHRAs).

As part of the company's sustainability commitment on Responsible Sourcing of Minerals, we have identified that it is important to ensure that 3TG present in our products is sourced with due respect for human rights, the need to avoid contributing to conflict, and the desire to support development throughout our supply chain practices. Kyte Powertech recognizes the need to start systematically addressing all extractive-related issues worldwide, e.g., human rights abuses incl. child labour, health & safety and environmental issues while making sure not to create de facto embargoes by enabling responsible sourcing in the affected regions.

At the same time, Kyte Powertech does not ban the use of 3TG that originate in the Democratic Republic of Congo (DRC), and the adjoining country, or other Conflict-Affected and High-Risk Areas when they are sourced in accordance with existing international standards. The procurement department annually reviews suppliers to ensure that the 3TG present in the raw materials and products supplied to Kyte Powertech has been sourced from recognized smelters. Many of the advanced technologies in our portfolio require the use of 3TG minerals (e.g., tin, tantalum, tungsten and gold) that could be mined in conflict-affected and high-risk areas.

To identify if the raw materials or the products that we receive from the suppliers contain 3TGs and the smelters or refiners from where they are sourced, we make use of the standardized Conflict Minerals Report Template (CMRT) tool developed by the Responsible Minerals Initiative (RMI). It facilitates the transfer of information throughout the supply chain regarding the mineral country of origin and the smelters and refiners being utilized.

Kyte Powertech's Conflict Mineral Identification initiative considered 150 suppliers for the OECD Due Diligence Review. The response received from the suppliers concerning the smelters/refiners from where it is sourced is validated to see if they have passed the Responsible Minerals Assurance Process (RMAP) that is aligned with the OECD due diligence framework and are considered conformant.

- [Link to the policy](#)
- [Letter to the customer](#)
- [Kyte CMRT](#)



SUSTAINABLE DESIGN

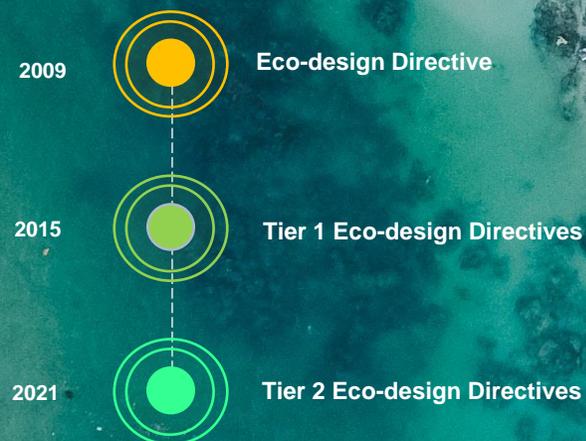
EU Green Deal and **Circular Economy Action Plan** demand organizations to consider energy efficiency and material efficiency as important factors in their business strategies.

The European Union has recently committed to reducing its net emissions to 55% by 2030. This target paves the way for achieving climate neutrality in the EU by 2050. One of the key methods of achieving this target is by making conscious choices regarding the product design.

The EEA introduced **Eco-design** regulations (No 548/2014) to impose restrictions on the maximum level of losses for transformers less than 3.15 MVA and the first-time minimum efficiency requirement for transformers over 3.15 MVA commissioned in the EU.

The directive aims to improve the overall energy efficiency and reduce CO2 emissions by avoiding the installation of worst-performing transformers in the EEA.

Eco-design timeline:



Kyte Powertech Ltd. complies with eco-design directives and designs transformers that provide better energy performance and low losses during its operating lifetime.

Key differences between **Tier 1** and **Tier 2** designs of transformers are:

- No load losses are 10% lower with Tier-2
- Minimum Peak Efficiency Index is calculated on transformers >3150kVA, meaning there is flexibility on the choice of no-load and load losses, but calculated PEI should hit Tier-2 targets.

Tier 1 to Tier 2 transition:

From 1st July 2021, it is considered illegal to put into the EU market Tier 1 design transformers. Special type transformers designed to provide for a situation limited in time when the normal power supply is interrupted due to an unplanned occurrence; used in fixed installations for railway applications; etc. are exempted from being Tier 2 compliant.

Benefit:

A total of 16TWh per year from 2020 onwards and 3.7 Mt of CO2 emissions are estimated to be reduced with the new Tier 2 design of transformers.

Policy on Tier 2 Compliance

- As of 1st July 2021, transformers manufactured by Kyte Powertech Ltd. for the EU market are compliant with the Tier 2 regulations.
- Contracts/orders placed before July 2021, can still be manufactured as per Tier 1 design regulations.
- Tier 1 transformers available in the stock would still be sold to customers if no further work needs to be completed on the unit.

Grain Oriented Steel is the material of choice for Eco-design to keep losses minimal and the overall weight and dimensions of the transformer low.





ON LOAD TAP CHANGER (OLTC)

With the penetration of more renewables into the power generation market, it becomes imperative to control voltage fluctuations, power fluctuations and reverse power flow from disrupting the distribution network. During tapping, large power transformers have no permission to switch off to adjust the output voltage. Kyte Powertech in collaboration with ESB Future Networks and Electricity Northwest has developed OLTC fitted transformers where the voltage is regulated automatically without the need for any external intervention and kept constant within the set parameters. The company has successfully developed this solution whilst adhering to strict parameters set within the Energy Network Association (ENATS) specification.



200 +

9 Tap Position OLTC Units produced

9 Tap positions with asymmetrical tapping arrangement

2

17 Tap Position OLTC Units produced

17 Tap positions with asymmetrical tapping arrangement

Kyte OLTC Roadmap

Tier 1 OLTC

2020



Tier 2 OLTC

2021

Kyte Powertech is a global leader in the design and manufacture of bespoke liquid-filled transformers with high reliability and lower environmental impacts for a broad spectrum of sectors in the energy market mainly: Utilities, Renewables (Solar, Wind, Biomass and Nuclear), Industrial, Oil and Gas, Electrical Vehicle Charging, Battery Storage, EPC Contractors, Service and Maintenance Availability.

All transformers are manufactured to be in line with the existing Eco-design regulatory directives and international standards.

Tier 2 Product Design Range

- Single Phase and Three Phase Distribution Transformers
- Mini, Micro and PRCS self-protected package substation
- Unit Substations
- Package Substations
- Auto Transformers
- House Transformers
- Solar Application Transformers
- Battery Storage Transformers
- Wind Turbine Transformers
- Amorphous Transformers
- Tidal Application Transformers

Special Transformer Designs Include:

- Multi voltage transformers
- Compact Substations
- Rectifier Transformers (6, 12, 24 and 48 Pulse)
- Converter Transformers
- Generator Step-Up Transformers
- Earthing Transformers
- Earthing / Auxiliary Transformers
- Scott Transformers
- Mobile Transformers
- Phase Shifters
- Mono And Tri-mono Transformers
- Transformers With Forced Cooling (By Means Of Fans And / Or Heat-exchanger)
- Transformers With Integrated Protecting (Fuses)
- COMPACT And Bio-compact Transformers (Very Compact High Temperature Transformers)



- Arc Furnace Transformers
- Sidewalk Transformers

Transformer designs are modified to accommodate different types of cooling methods specified by the customer as per their requirements for various applications.

Kyte Powertech specializes in:

ONAN

KNAN

ONAF

KNAF

KDAF

KDWF

KFWF



TRANSFORMER OIL TRANSITION

Case Study:

Kyte Powertech performed a study in partnership with DuPont and Nynas where the ageing performance of Nomex910 Insulation material in Nytro BIO300X (Renewable Hydrocarbon Oil) transformer oil unit was analyzed, and the results showed that this combination prolongs insulation life compared to mineral oil and its counterparts.

Nyro BIO 300X transformer has

- Better overloading capability
- Reduced size and weight
- Better heat distribution during load swings
- Cooling system optimization
- Operating temperature range flexibility
- Prolonged transformer life
- Lower load losses

NYTRO BIO 300X is 100 % Biobased, fully recyclable and biodegradable.

NYTRO BIO 300X has a Negative Carbon Footprint.

* - The numbers correspond to the transformer units sold in the financial year 2021

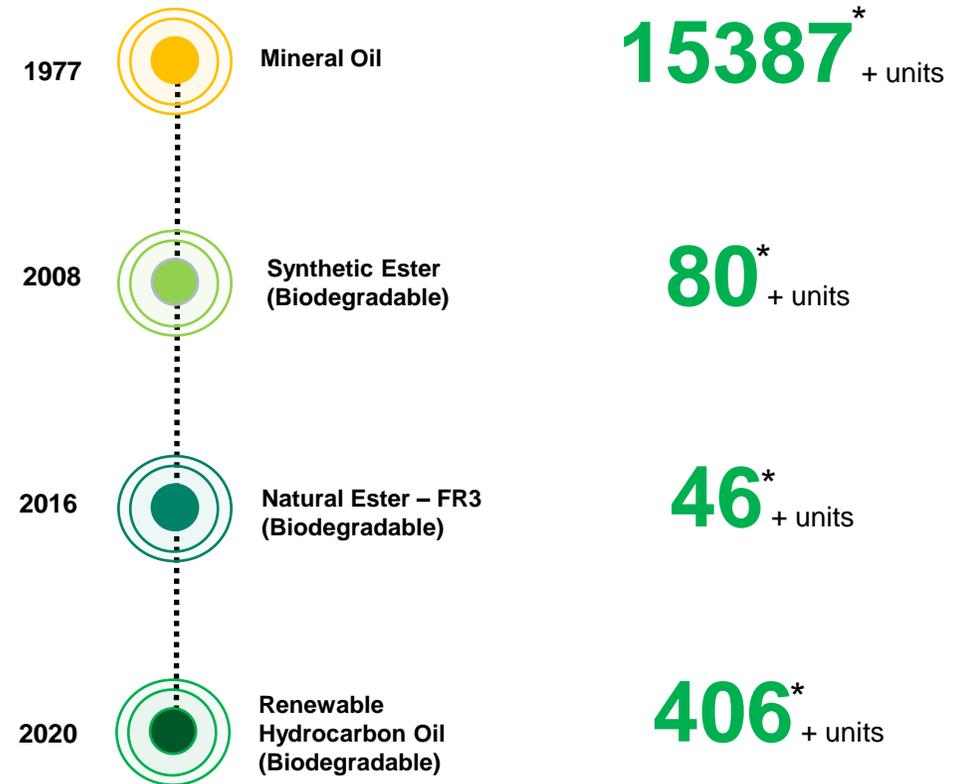


Kyte Powertech manufacturing plant is powered by Natural Ester filled Transformers

Kyte Powertech's Transformer Oil Roadmap

2021

Different Transformer Oils introduction within the organization





Kyte Powertech provides tailor-made **KDWF** (Forced/Directed Oil and Forced Water) cooling design solutions for **offshore wind farms** and **tidal projects**. KDWF transformers are ideal for offshore wind and tidal projects where the physical dimensions of the transformers are critical and water can be used as a cooling agent to improve transformer performance and reduce losses.

- High flash point and **environmentally friendly natural ester** used as an insulation liquid
- Thermally stabilized and insulated using thermally upgraded paper
- Hermetically sealed tank and corrosion resistant
- Low losses and increased voltage and power density levels
- Vibration and short circuit resistant design
- 5 Years Maintenance Free



Sustainable Peak Load Concept deployed in distributor transformers requires the unit to comply with its energy performance requirements for its size (400 kVA unit) and is also allowed to be subjected to temporary peak load values more than its usual (peak loads up to 540 kVA) without compromising on the unit reliability or efficiency.

Kyte Powertech Ltd. provides transformer design solutions keeping sustainable peak load concept as its pivotal focus while manufacturing units. Key parameters in the design of sustainable peak load transformers:

- Selection of Magnetic Steel with low losses.
- Insulation using hybrid thermally upgraded paper and aramid paper.
- Use of **natural esters** or **renewable hydrocarbon oils** as insulation fluid in transformers.
- Adherence to stringent rules on loss reduction

Significant improvements:

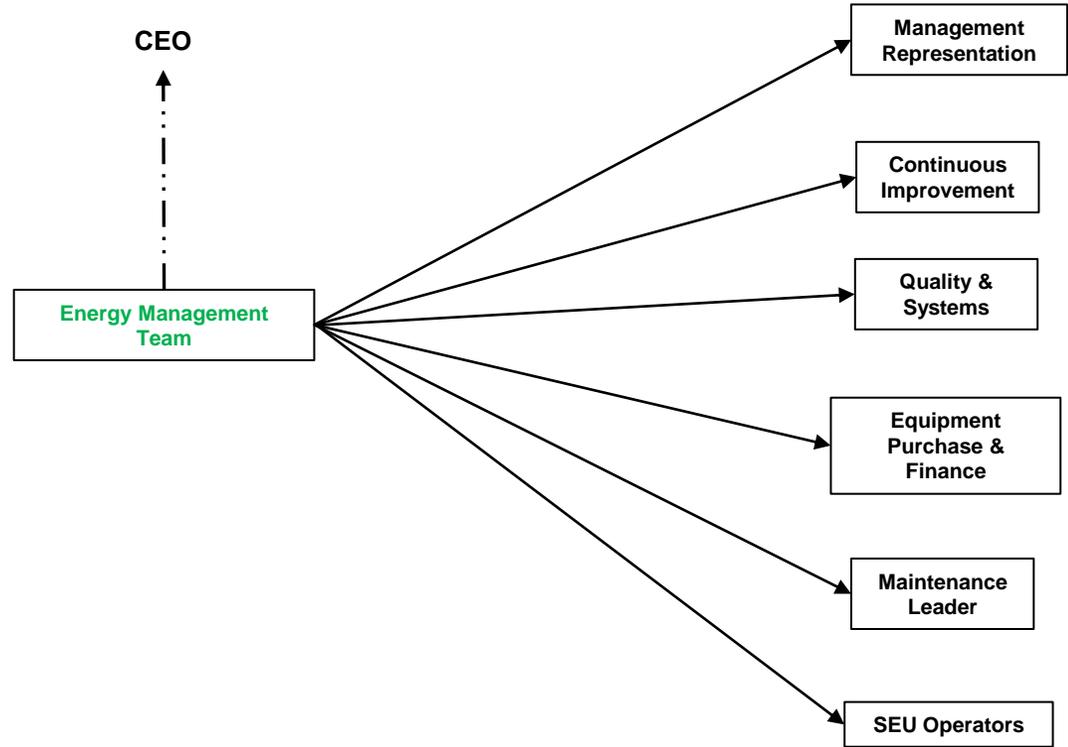
- Energy losses of sustainable peak load units are similar to the conventional transformer unit.
- Reduction in the need for materials by 11-15%.
- Cost of a sustainable peak load unit is comparable to a conventional transformer unit.



ENERGY MANAGEMENT

Kyte Powertech is committed to promoting energy consumption reduction at its company facility. By establishing an energy management team, the company monitors the power usage within the operating facility, identifies possible areas of improvement and projects annual savings without compromising performance and quality.

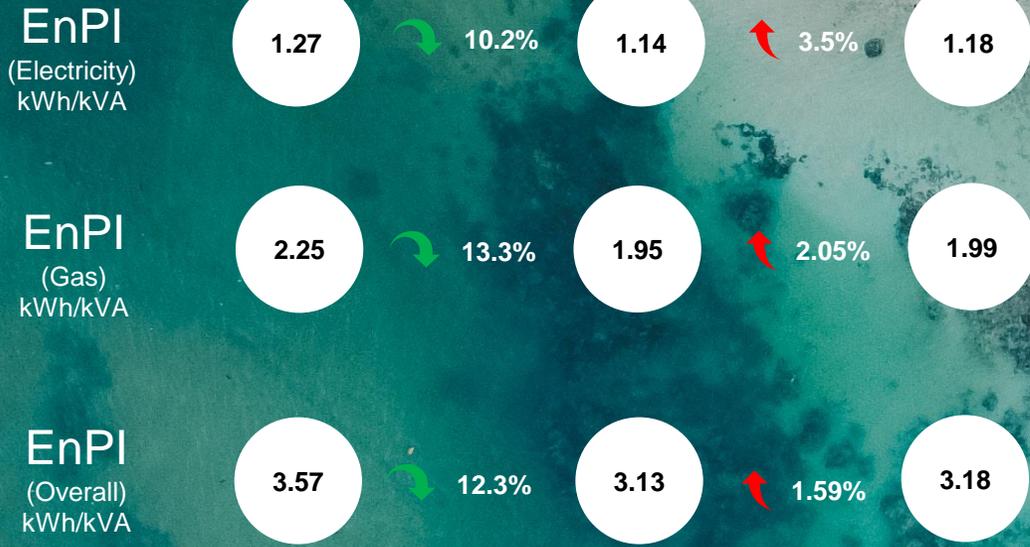
Kyte Powertech Energy Management Team



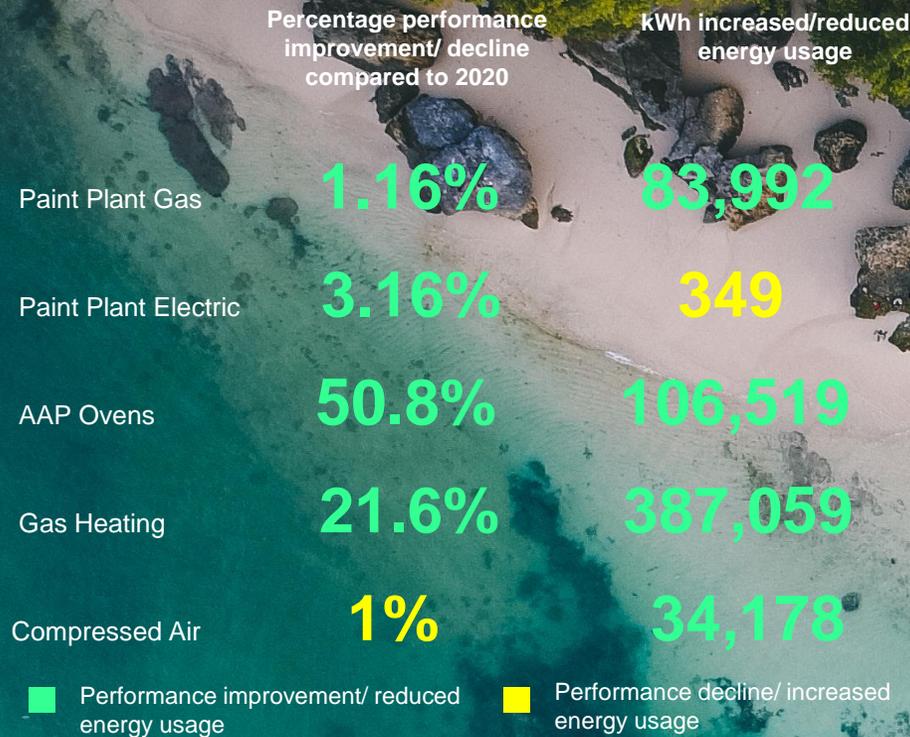
Energy Key Performance Indicator – Energy required to produce a unit of the product.

Unit of measurement = **kWh/kVA**

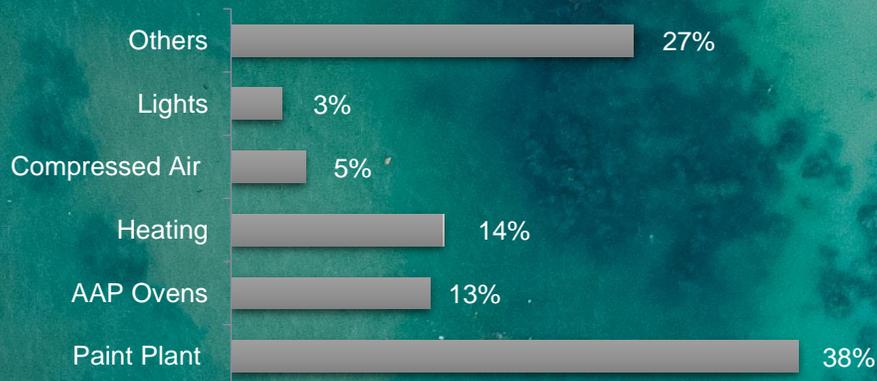
2019 >>> 2020 >>> 2021



Significant reductions in energy usage achieved in 2021



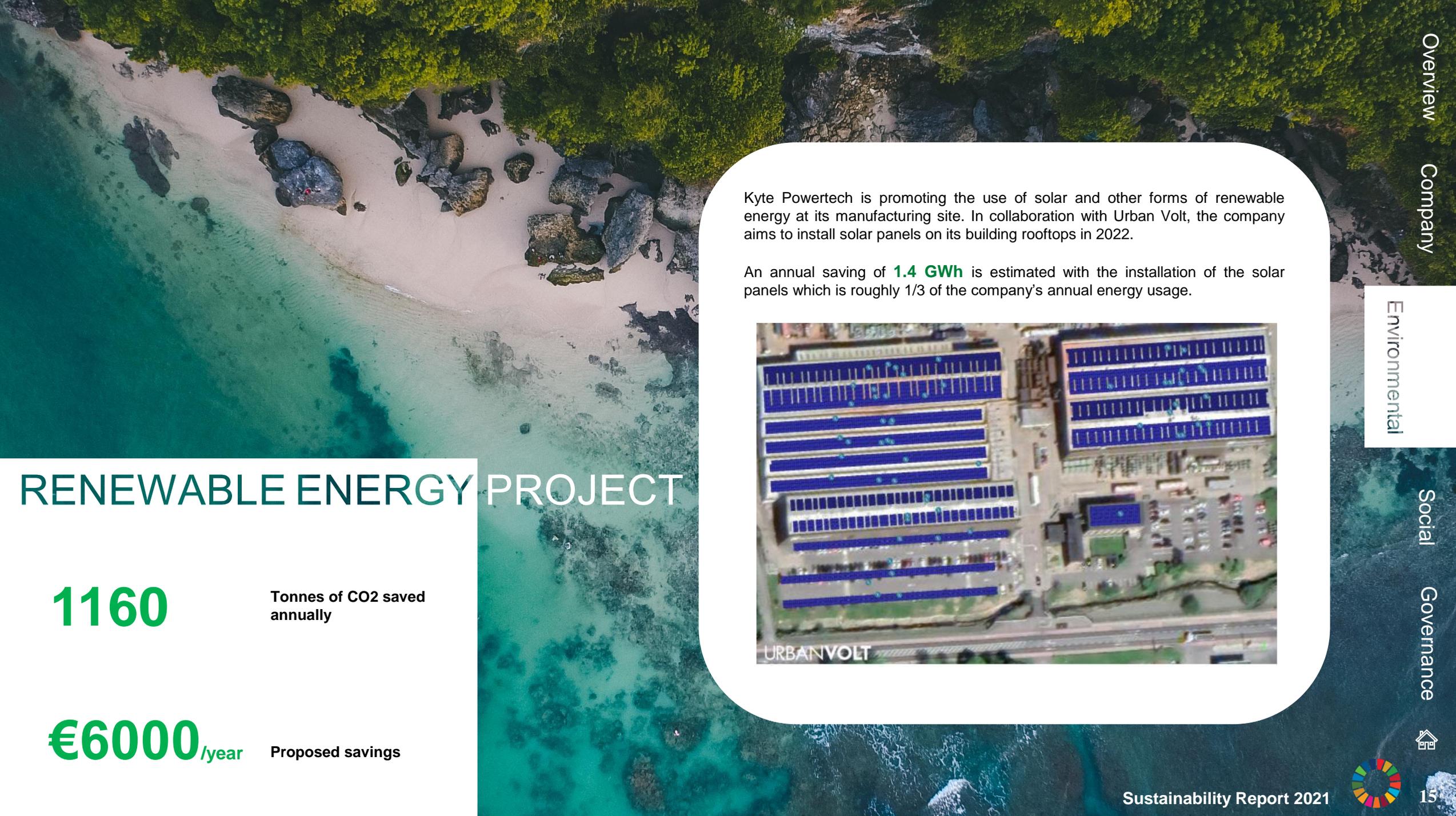
Kyte Significant Energy Users kWh 2021



Initiatives for Energy Consumption Reduction

Projects	Details	Savings/year
Compressed Air Heat Recovery	Radiator heating and hot water in the Assembly of Active Parts Building are supplied with heat recovered from compressed air.	€5,939/year
Pneumatic Air Controller Cost Saving	Energy reduction by air supply conditioning, pressure reduction and compressor load balance.	€5,600/year
Compressed Air Leakage Survey & Repair	Reduction of air leaks by scheduled preventative maintenance repairs.	€15,224/year
VSD's on Paint Plant Motors	Installation of variable speed drives on 21 motors/pumps in the paint area reducing kWh by conditioning electrics and reducing Hz running 24/7.	€38,000/year
Heat Recovery from Paint Line Oven Exhausts	Heat recovery system fitted onto oven exhausts to recover lost heat which is recirculated into the oven.	€210,000/year
Burner Replacement on Paint Plant	Installation of new efficient fully modulating burners	€19,833/year
Automated Energy Monitoring & Targeting System	Reduction through monitoring, understanding, adjusting and early detection of problems.	€2,083/year
Retrofit of all lighting in factory building and office spaces	All lighting in factory and office areas was upgraded to higher efficiency LED lighting.	€18,732/year
Compressor upgrade	110Kw compressor replaced with 90Kw compressor due to reduction in air requirements.	€42,000/year
Removal of diesel blow heater in Assembly building	Installation of gas tube heaters allowed diesel blow heaters to be decommissioned in the Assembly building.	€2,300/year
Small AAP oven burner upgrade	Replacement of old burners with new modulating burners.	€23,000/year





RENEWABLE ENERGY PROJECT

1160

Tonnes of CO2 saved annually

€6000/year

Proposed savings

Kyte Powertech is promoting the use of solar and other forms of renewable energy at its manufacturing site. In collaboration with Urban Volt, the company aims to install solar panels on its building rooftops in 2022.

An annual saving of **1.4 GWh** is estimated with the installation of the solar panels which is roughly 1/3 of the company's annual energy usage.





WASTE MANAGEMENT



Under the Waste Management Act (1997) and Environmental Protection Act (1992), Kyte Powertech Ltd. is committed to tracking and tracing waste generated and effluents leaving the company premises. The following measures are taken to actively ensure:

- Waste disposal does not present a risk to air, water and land.
- Uncontrolled dumping of waste is prohibited.
- An effective waste management strategy is established to handle waste treatment that has a minimum environmental impact.
- Regular inspection of effluents by third-party companies.

Being premium members of **REPAK^e** Business funding recycling, we strive to ensure that all packaging entering and leaving the organization is in accordance with the current legislation.

Waste is only removed off-site by licensed waste contractors and approved waste collection permit holders. Under Condition 8.1 of License P0106-02, the waste facilities, contractors and transporters used, are contingent on the following:

- Waste contractors must have a valid waste facility license or permit.
- The license or permit must include the waste types (List of Waste codes) being recovered/disposed of.
- The waste transporter must have a valid waste collection permit.
- The waste collection permit must include the waste types (List of Waste codes) being conveyed.
- The vehicle being used must be included on the waste collection permit.
- Compliance with relevant legislation at all times.

2021

Total Chemicals Handled On-site

31622 litres

Total Waste Generated On-site

1499.58 tonnes (↻ 1.3%)

Hazardous

163.01 tonnes (↻ 2.4%)

Non- Hazardous

1336.57 tonnes (↻ 1.8%)

Total packaging returned to suppliers

177 tonnes

Plastic

112 tonnes

Wood

65 tonnes

EMISSIONS

Scope 1 and 2 - CO2
emission
(2021)

3692 tCO2e

2009 -----> 2021



Carbon Footprint

Kyte Powertech had no environmental breaches in the financial year 2022

	2020	2021	
Air	Dioxins / Furans	0.00000	0.00000
	Chlorine & Inorganic Compounds (as HCl)	0.44600	0.09300
	Particulate Matter (PM10)	249.52500	169.69500
			Kilograms/yr - PRTR

Land No pollutants

Water	Total Organic Carbon	451.7800	515.0000
	Arsenic	0.01200	0.01000
	Cadmium	0.01000	0.01000
	Copper	0.36600	0.17000
	Lead	0.06900	0.04000
	Mercury	0.01730	0.01000
	Nickel	0.40600	0.44000
	Total Phosphorus	15.79600	14.81000
	Zinc	2.93400	1.76000

SOCIAL COMPLIANCE

19 *Employee Demographics*
Diversity

Age Demographics

21 *Social Policies*
Respect of Human Rights

Anti-Slavery Policy

Supplier Due Diligence

Training and Educational Opportunities

Work-Life Management

25 *Occupational Health and Safety*

26 *COVID Response Plan*



WORKFORCE COMPOSITION

37.5%

PERCENTAGE OF WOMEN
IN TOP EXECUTIVE
POSITIONS (EXCLUDING
BOARD OF DIRECTORS)



81.66%



18.34%

DEMOGRAPHIC COMPOSITION

66.8%



Ireland

14.2%



Poland

5.45%



Lithuanian

2.62%



Latvia

2.18%



UK

8.75%



Rest of the world

25

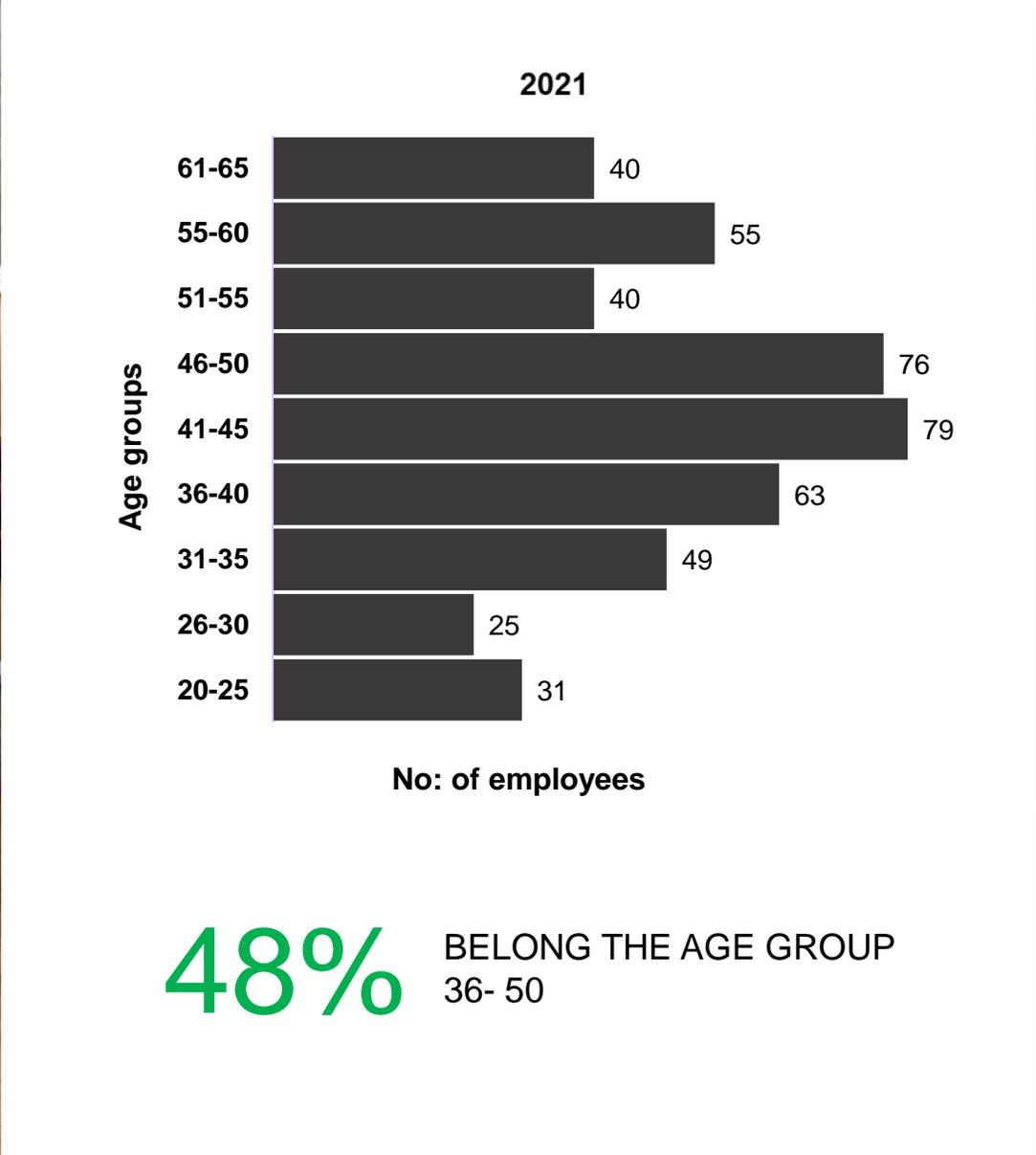
NATIONALITIES





AGE DEMOGRAPHICS

Cross-cultural influences are always integral to an organization since businesses are no longer confined to a single geography. Kyte Powertech prides itself in being an equal opportunities employer and is committed to creating a work environment free from unlawful discrimination, harassment and bullying, where everyone is treated with dignity and respect. Kyte Powertech's activities, as a transnational organization, have spread across several nations and ethnicities. To benefit from this cross-cultural strength, together with its ingrained ethos of professionalism, Kyte recognizes the need for high social quotient and interpersonal skills, necessary in building international relationships. No employee or potential employee may receive less favourable treatment or consideration on the grounds of age, disability, gender reassignment, civil status, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The company structures its employees and the company's growth on having a diverse and inclusive work environment.



SOCIAL POLICIES

EMPLOYEE RIGHTS

Kyte Powertech is committed to observing the highest social and corporate responsibility which covers key areas of social welfare of its employees, suppliers and stakeholders, environmental responsibilities and corporate governance codes for fair and responsible business practices.

The Kyte Powertech Human Rights Policy embodies human rights regulations as stipulated by the UN Universal Declaration of Human Rights and OECD Directorate for Employment, Labour and Social Affairs. We at Kyte Powertech believe in providing a respectful, challenging and meaningful work environment for all our employees and assess the compliance of human rights by all our suppliers and stakeholders.

The company in its policies gives due importance to

- Local and International Labour Laws
- Unethical Child Labour
- Legal working hours limit
- Living Wages for employees in accordance with the Irish Minimum Wage Policy
- Leave Policy
- Workplace free from harassment
- Health and well-being of its employees

SUPPLIER DUE DILIGENCE

The procurement process employs self-audit/audit and verification of social and corporate responsibilities by suppliers within their company premises and with their sub-suppliers. Information/evidence concerning health and safety, environment, quality, fair treatment of employees and quality of the product supplied are verified.



International Labour Organization

- [Link to Dignity at Work](#)
- [Sustainable and Ethical Procurement](#)



SOCIAL POLICIES

ANTI-SLAVERY POLICY

Kyte Powertech in all its dealings within the organization and supply chain aims to adhere to the highest ethical standards and works constantly to identify and address areas of improvement. As a part of this, we have committed to an increased focus on the requirement to eradicate modern slavery and human trafficking from any aspects of our business and supply chain.

Under this policy, employees are provided with the right to

- Voice unfair forced and bonded labour practices in the company premises
- Have a fair workplace environment where no discrimination or less favourable treatment is practiced against non-nationals
- Work overtime within the national working hours legislation without the fear of penalty, dismissal or denunciation to the authorities
- Be paid wages regularly and directly in accordance with the national wages
- Terminate employment at any time without the need to pay a penalty

The company verifies that workers registered with agencies are certified or licensed by a competent authority to avoid possible situations of forced labour and human trafficking.



SOCIAL POLICIES

TRAINING AND EDUCATIONAL OPPORTUNITIES

Building skills and expertise are key aspects for the future success and development of Kyte Powertech. We aim to equip employees with the necessary knowledge and skills to effectively carry out current and anticipated business needs. As a growing company, we are committed to maintaining an environment in which individuals feel challenged and are encouraged to develop their careers.

Training

Kyte Powertech values training and ensures that all training related to an individual's job or role is provided and refreshed as necessary. Internal and external trainers and training facilities are used. Specific training programmes are followed for new operators and company training plans are set annually. We carry out ad hoc trainings on the identification of new needs, introduction of new systems or equipment, and remain committed to ensuring each employee is competent and confident in his or her position.

Development

The company is committed to providing opportunities to employees to develop their careers in order to enhance individual and organizational performance. We recognize the value of working in a multi-skilled environment and promote opportunities to expand skills by cross-training. The company supports courses aligned to the company's business objectives and the individual's development needs.

Promotion and Career Development Opportunities

As an Equal Opportunities employer, the company provides opportunities for employees to wish to move to a different department and promotion to higher ranks based on experience, qualification and overall suitability for the position. Where the required skills and experience exist within the company, favourable consideration will be given to existing employees.

Internship Opportunities

Kyte Powertech understands that developing the careers of aspiring school, undergraduate and graduate students by providing programs with meaningful work would be beneficial for the student and the organization. Programs are designed to cultivate a corporate work culture experience for students through an assignment on live projects and providing hands-on knowledge on processes that would be needed by individuals to succeed in the global market.

82 hrs
Average hrs of training per employee

3

Engineering Programs

11

Pre-Employment Weld Tests

12

Mandatory Compliance Training

12

Management Programs

76

Cross Training Programmes

284

On the job training programs

Overview

Company

Environmental

Social

Governance



SOCIAL POLICIES

WORK-LIFE MANAGEMENT

WORK-LIFE BALANCE

Kyte Powertech is a firm believer in promoting work-life balance which encourages employees to maintain a balance between their professional and private lives. Increased productivity and professionalism in the long term are seen as positive outcomes of a well-balanced work environment. With this in mind, special measures are put in place to maintain a healthy and safe work environment.

JOB SHARING

Job-sharing is a working arrangement between two people, on an equal basis, who agree to share the duties and responsibilities of a single full-time job, each working half the normal hours associated with the full-time job, with pro-rata salary and fringe benefits. Job sharing incurs more than normal co-operation, co-ordination, contact and communication between job sharers and management. The scheme is designed to benefit individuals with childcare and domestic responsibilities.

The scheme would require:

- 2.5 consecutive days per week, or
- 3 days one week, 2 days the following week as per the convenience and agreement between the two employees.

LEAVE POLICY

Every Kyte Powertech employee under the program who is having a child, whose partner is having a child, or who adopts a child or becomes a parent through surrogacy, is entitled to paid parental leave. Career breaks are granted for the purposes of further education, domestic responsibilities, voluntary work, starting a business or a stay abroad.

Maternity Leave	26 weeks – Company brings up the employee’s earnings to 80% of gross regular weekly pay including shift allowance but excluding allowances for overtime and other ancillary earnings.
Paternity Leave	2 weeks – Company brings up the employee’s earnings from €245 to 80% of gross regular weekly pay including shift allowance but excluding allowances for overtime and other ancillary earnings.
Parent’s Leave	5 weeks - First 2 years of a child’s life, or in the case of adoption, within 2 years of the placement of the child with the family.
Career Break	1- 3 years – Unpaid leave is granted to employees who have a minimum service of 3 years with Kyte Powertech.



2021

337 employees

Received Mandatory Compliance Training

11

Medical Incidents

2.4

Injury Incidence Rate

(No: of incidents * 100) / No: of employees

7.5

Average Overtime Hours Per Person Per Month

40+

No. of occupational health and safety audits

OCCUPATIONAL HEALTH AND SAFETY

We at Kyte Powertech believe in providing a safe, healthy and secure work environment for all its employees, stakeholders and customers. The Kyte Powertech Health and Safety Policy holds the safety of its employees at the workplace as its ultimate priority.

In our stride to accomplish this we;

- Constantly review our health and safety policy to be in line with the laws and regulations set by the local authorities.
- Assign trained professionals to monitor and assess health and safety compliance at the company premises.
- Provide information, instructions, training and safety equipment for staff where required for the safe operation of different types of equipment.
- Receive feedback on possible improvement areas and review the effectiveness of actions taken at the site to address risks.

Key Performance Indicator

- *Achieve Zero Medical Incidents*



COVID RESPONSE PLAN

Kyte Powertech Ireland Limited is committed to prevent the spread of COVID-19 and providing a safe and healthy workplace for all its employees and stakeholders is its highest priority. To ensure that, we have developed the following COVID-19 Response Plan. Unfortunately, many aspects of manufacturing are not conducive to working from home. All personnel not requiring a physical presence for the manufacturing process were instructed to work remotely.

Throughout the ordeal, we

- Monitor our COVID-19 response and amend the plan in consultation with our employees.
- Provide up-to-date information on public health advice issued by the Health Services Executive and the Government of Ireland.
- Provide an adequate number of trained representative(s) who are easily identifiable and put in place a reporting system.
- Inform all employees of essential hygiene and respiratory etiquette and physical distancing requirements.
- Adapt the workplace to facilitate physical distancing and barriers. Provision of up-to-date information and emergency responses.
- Have all employees have an induction/familiarization briefing.
- Develop a procedure to be followed in the event of someone showing symptoms of COVID-19 while at work.

INITIATIVES FOR EMPLOYEE PROTECTION

- Availability of Face masks and Rapid Test Kits within the company premises.
- Appropriate Personal Protective Equipment made available.
- Mental well-being support programs through LAYA's Employees Assistance Program available 24/7 and 365 days a week to employees, their spouse or partner and any dependents over the age of 16.
- Access to Social Welfare for COVID Absence claims to receive illness benefits for COVID-19 absences.
- High-risk groups identified and remote working options provided to individuals where possible.



Overview

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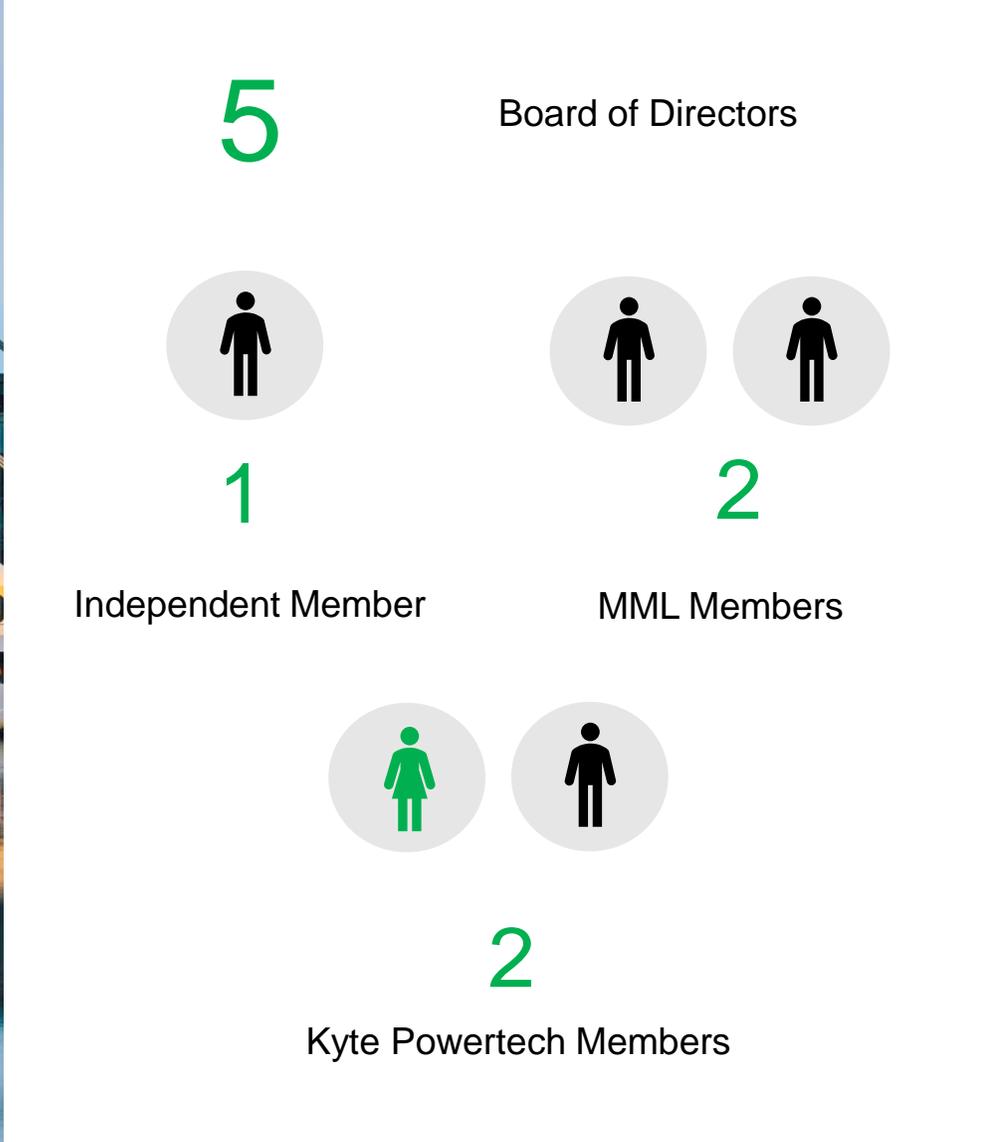




MANAGEMENT BOARD

In 2020, Kyte Powertech previously a subsidiary of CG Power Systems Belgium, in collaboration with MML Ireland, helped secure the jobs of its 450+ employees through a management buyout of the business. Since the MML investment, a new board structure was created with an experienced Chairman, the business was rebranded, and a significant capital investment program was established.

The Board of Directors meet monthly to discuss and approve management policies for Kyte Powertech. The Board focuses on defining goals, identifying economic leverage points and setting process excellence procedures for the organization in conformance with national and international laws and regulations. It oversees the execution of duties of top executives and tracks progress made to enhance business value and common interests of our stakeholders in a sustainable manner.



WHISTLE BLOWER POLICY

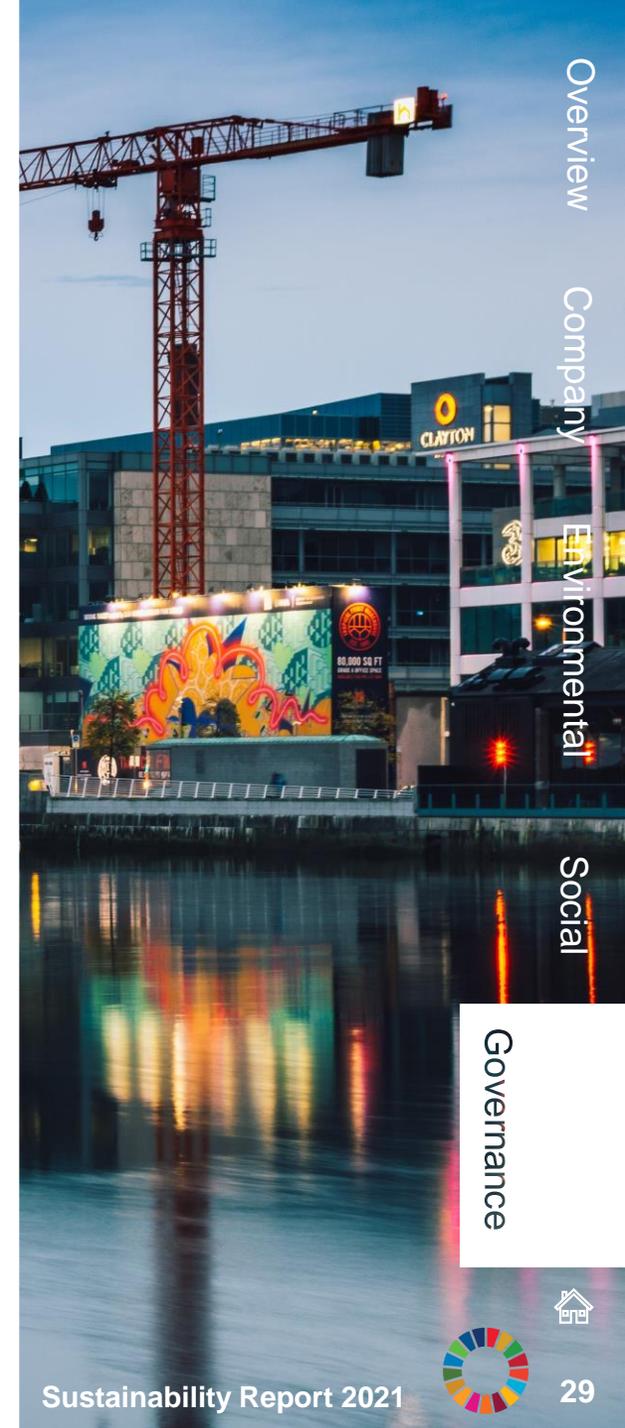
Kyte Powertech has in place a Whistle Blower Policy with a view to provide a mechanism for employees of the company to report violations mentioned in the Policy and assures them of the process that will be followed to address the reported violation. The policy encourages individuals who believe they have discovered malpractice or impropriety or violation of the company Code within the organisation to report while also offering whistleblower protection. Kyte believes in conducting its business in a fair and transparent manner, by adopting high standards of professionalism, integrity and ethical behaviour. Towards this end, Kyte has adopted the Code of Business Practices (“the Code”), Anti-Bribery and Corruption Policy and many other policies which lay down the principles and standards that govern the actions of the Company and its employees; and gives practical guidance to facilitate implementation of the Code at the workplace.

The organisation will treat all disclosures in a confidential and sensitive manner. The identity of the individual making the allegation may be kept confidential so long as it does not hinder any investigation.

On receipt of information of wrongdoing or malpractice, the member of staff who receives and takes note of the complaint, passes this information to the appropriate designated investigating officer (CEO) as follows:

- Complaints of wrongdoing or malpractice will be investigated by the appropriate director unless the complaint is against the director or is in any way related to the actions of the director. In such cases, the complaint should be passed to the Non-Executive Chairperson for referral;
- In the case of a complaint, which is in any way connected with but not against the director, the chief executive will nominate a senior manager/board member to act as the alternative investigating officer;
- Complaints against the chief executive would be passed to the Chairperson who will nominate an appropriate investigator;
- The complainant has the right to bypass the line management structure and take their complaint direct to the Chairperson. The chairman has the right to refer the complaint back to management if he/she feels that the management without any conflict of interest can more appropriately investigate the complaint.

The non-executive chairperson has been designated as an independent point of contact under this procedure. They advise the complainant on the possible internal and external avenues of complaint open to them. If there is evidence of criminal activity, then the investigating officer informs the Garda Síochana. The organisation will ensure that any internal investigation does not hinder a formal Garda Síochana investigation.



BUSINESS ETHICS

BRIBERY AND CORRUPT PRACTICES

Kyte Powertech is committed to abide by all laws and regulations to prevent fraudulent and corrupt practices wherever we do business. According to United Nations Convention Against Corruption (UNCAC), we interpret the term 'bribe' broadly to include any illicit advantage offered or accepted as an inducement to or reward for performing or abstaining from performing any organizational duties.

We have policies in place banning employees from engaging directly or through intermediaries (agents, partners, contractors, family members or anyone else acting on someone's behalf) in activities that offer or promise any personal or improper financial advantage in order to obtain or retain a business, whether public or private. Moreover, employees are advised to refrain from any activity or behaviour that could give rise to the appearance or suspicion of such conduct or the attempt thereof. Grievances concerning compliance measures are clarified through individual dialogue with the reporting managers and the Regional General Counsel (RGC).

FINANCIAL DISCIPLINE

At Kyte Powertech, we strive to guard the Company's financial credibility and the trust that all its stakeholders have reposed in it. This integrity translates into authentic accounting practices as well as sincerity and honesty whilst implementing the Company's financial procedures.

This obligation extends to reporting any financial indiscipline/irregularity that an employee may become aware of. Shareholders, management and other interested parties are provided with complete and accurate financial information in order to make informed decisions. Many employees participate in accounting processes that directly impact the integrity of external financial statements and internal management reports. All such employees have been educated about the responsibility that has been entrusted with them to ensure that all transactions are recorded in Company's accounts accurately and promptly and any inaccuracies would be reported immediately. The policy mandates its employees and stakeholders to refrain from intentional acts that may conceal or obscure the true nature of a business transaction.



BUSINESS ETHICS

CONFLICT OF INTERESTS

A “Conflict of Interest” arises in a situation where an employee has a private or personal interest that is sufficient to influence the objective exercise of his/her judgement towards their duties. The Company’s policy dictates to avoid entering into any situation in which an individual’s personal or financial interests may conflict with those of the Company including related party transactions. The Company wouldn’t place itself in a position where they are or appear to be, under personal obligation to any person who might benefit or seek to gain special consideration or favour resulting from the relationship. Kyte Powertech believes in taking business decisions on an arm’s length basis, duly supported by relevant facts and justified rationale such as quality, track record, competitive pricing, etc.

ANTI-TRUST AND COMPLIANCE LAWS

Kyte Powertech is committed to free and open competition in the marketplace. The Company and its employees under no circumstances engage in any anti-competitive practices such as illegal fixing of prices, cartelization, sharing of markets or other actions which prevent, restrict or distort competition in violation of applicable anti-trust laws.

Abiding by Company’s Policies and Procedures, employees are required to comply with all policies and procedures, circulars and guidelines issued from time to time as notified/communicated from time to time to ensure fair business practices.



BUSINESS ETHICS

COMPLIANCE WITH LAWS AND REGULATIONS

The Company's activities are subject to the laws of different jurisdictions, statutory requirements and statutory codes. The laws that apply to particular international transactions and activities include those of the countries where the transaction occurs. The employees of the Company adhere to the Compliance Policy of the Company as notified by the General Counsel of the Company. Kyte Powertech employees fully co-operate in the investigation of any alleged violation of the law. Concealing a violation or altering or destroying evidence may be illegal and will be treated as a serious breach of the Code.

SOCIAL MEDIA POLICY

Kyte Powertech has a strong social media presence where the company intends to promote its social impact initiatives and engage with existing/potential customers and the general public. The Kyte Social Media Policy implements strict rules on how the platform must be used to protect the brand and avoid spreading propagandas that go against the company policies and spread misinformation on behalf of the company. Breaches of this policy will be investigated, and the organisation retains the right to take disciplinary action.

BREACH OF CODE

Kyte Powertech has zero tolerance for any instances of breach of the Company Code of Conduct. All suspected breaches of the Code will be investigated and during the investigation, the concerned employee may be suspended with or without pay till the investigation is completed. Finding a breach of the Code may result in disciplinary action including written warning, termination of employment, removal from role/position or other punitive action including withholding/forfeiture of employee benefits, salaries, retiral benefits, etc., public notification of disassociating the employee from the company, or as management deems fit, subject to applicable laws. Some of the breaches of the Code could also result in civil or criminal proceedings.



BUSINESS ETHICS

DATA PROTECTION

The General Data Protection Regulations and Data Protection Act 2018 mandates the protection of personal data of current and former employees. Sensitive data collected during business in a variety of circumstances e.g., recruitment, training, payment, and performance reviews are treated with care and with a sense of great regard for confidentiality.

Kyte Powertech has in place six data protection principles which it follows religiously when it comes to processing and storing sensitive data. The principles state that data must be:

- Processed lawfully, fairly and in a transparent manner in relation to individuals
- Collected for specified, explicit and legitimate purposes and not further processed in a manner that is incompatible with those purposes; further processing for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes shall not be considered to be incompatible with the initial purposes
- Adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed
- Accurate and, where necessary, kept up to date; every reasonable step must be taken to ensure that personal data that is inaccurate, having regard to the purposes for which they are processed, is erased or rectified without delay
- Kept in a form that permits identification of data subjects for no longer than is necessary for the purposes for which the personal data are processed; personal data may be stored for longer periods insofar as the personal data will be processed solely for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes subject to the implementation of the appropriate technical and organisational measures required by the GDPR in order to safeguard the rights and freedoms of individuals and
- Processed in a manner that ensures appropriate security of the personal data, including protection against unauthorised or unlawful processing and accidental loss, destruction, or damage, using appropriate technical or organisational measures

The company has a representative who bears the responsibility to ensure compliance with data protection legislation and address queries or concerns on data protection within the organization.



COP26 INVOLVEMENT

The **UN Climate Change Conference in Glasgow (COP26)**, brought together 120 world leaders to accelerate actions towards the goals of the Paris Agreement and the UN Framework Convention on Climate Change to limit global warming to well below 2 degrees and aim for **1.5 degrees**, to adapt to the impacts of a changing climate and to make money available to deliver on these aims.

Kyte Powertech in collaboration with SPEN - a major distribution and transmission network operator in parts of Scotland, Wales and the UK Merseyside, specially designed and manufactured an eco-friendly transformer through its Electrical & Mechanical Engineering department in Cavan to supply an EV charging bank for the COP26 Conference site in Glasgow.

Transformer specifications:

- 1000kVA supply cable connected transformer.
- Low Loss Tier 2 design.
- 100% **renewable and biodegradable insulating fluid** exceptionally environmentally friendly oil which holds negative carbon footprint.
- Fitted with fiber optic temperature sensors to monitor internal operating conditions.



*“We are exceptionally proud of playing our part in **reducing the carbon footprint** and creating a sustainable future for future generations.”*



**UN CLIMATE
CHANGE
CONFERENCE
UK 2021**

IN PARTNERSHIP WITH ITALY

31 October – 13 November 2021

Glasgow

KYTE POWERTECH COLLABORATION



KYTE POWERTECH SUSTAINABILITY ROADMAP



ENERGY AND ENVIRONMENTAL



1. **100% Transparency of GHG Emissions as part of Scope 1, 2 and 3 emissions.**
2. **Bring down emissions by 50% by 2025.**
3. **Increase investment in Green Energy.**
4. **Maintain compliance with ISO 50001 and ISO 14001 and identify new avenues of energy reduction.**
5. **Optimize the flow of packaging materials in the Irish Market.**
6. **Reduce water consumption by 15% by 2025.**

PROCUREMENT



7. **Supplier review – 100% (For ISO certifications 14001, 50001, 45001, Conflict Minerals and REACH Compliance)**
8. **Procure more recycled raw materials for product and packaging.**

PRODUCT



9. **Use circular raw materials in the design of the transformers.**
10. **SF6 free design transformers.**
11. **Smart Transformer design for smart grid monitoring.**
12. **Standardization of Single-Phase Pole Mounted transformers to bring down losses.**

PEOPLE



13. **Achieve Zero Accidents**
14. **Engagement of school, interns and graduate students**
15. **Employees have access to mental health and well-being programs at work.**
16. **Employees receive cross trainings and career development opportunities.**

CUSTOMERS



17. **Increase customer focus on sustainability**



GLOSSARY

Different cooling methods can be employed to cool a transformer.

First letter corresponds to the internal cooling medium in contact with the windings

Second letter corresponds to the circulating method for internal cooling method

Third letter corresponds to the external cooling method

Fourth letter corresponds to the circulating method for the external cooling method

ONAN	Oil Natural Air Natural Cooling
KNAN	Insulating liquid with fire point > 300°C Natural Air Natural Cooling
ONAF	Oil Natural Air Forced Cooling
KNAF	Insulating liquid with fire point > 300°C Natural Air Forced Cooling
KDAF	Insulating liquid with fire point > 300°C Direct Air Forced Cooling
KFWF	Insulating liquid with fire point > 300°C Forced Water Forced Cooling
KDWF	Insulating liquid with fire point > 300°C Direct Water Forced Cooling



TRANSFORMING THE WORLD OF ENERGY,
EVERY DAY

