



Invinity Energy Systems Integrated Management System Policy

Invinity Energy Systems (IES) designs, manufactures, installs, commissions, and services high-quality energy storage solutions. The design and manufacture occurs in Vancouver and Bathgate and the commissioning and service occurs at customer project locations around the globe. We are committed to meeting or exceeding our customer's expectations in a safe, environmentally sustainable, and socially accountable manner.

IES believes the health and safety of our employees, visitors and contractors is of the highest importance. We are committed to eliminating hazards and reducing safety risks so that work can be undertaken in such a way that injury to employees and members of the public and loss or damage to property are anticipated and avoided.

IES cares about the welfare of each of its employees and in return expects employees to look after their own welfare in a manner consistent with the proper execution of their responsibilities and their level of training, knowledge, and experience. This two-way commitment between IES and each of its employees, and the consultation with and participation of employees in the establishment and operation of the management system allows us to minimise accidents and injuries in the workplace.

IES is committed to the protection and enhancement of the natural environment and is committed to ensuring the prevention of pollution so that IES's activities do not have a negative impact on the environment and wildlife.

IES's quality, health, safety, and environment (QHSE) performance will be reviewed on an ongoing basis and all policies and activities will be subject to continuous improvement to ensure compliance with all relevant legal statutes, regulations, and codes of practice.

A blue ink handwritten signature, appearing to read "Lawrence A. Zulch", is positioned above a solid black horizontal line.

Lawrence A. Zulch
Chief Executive Officer
Invinity Energy Systems