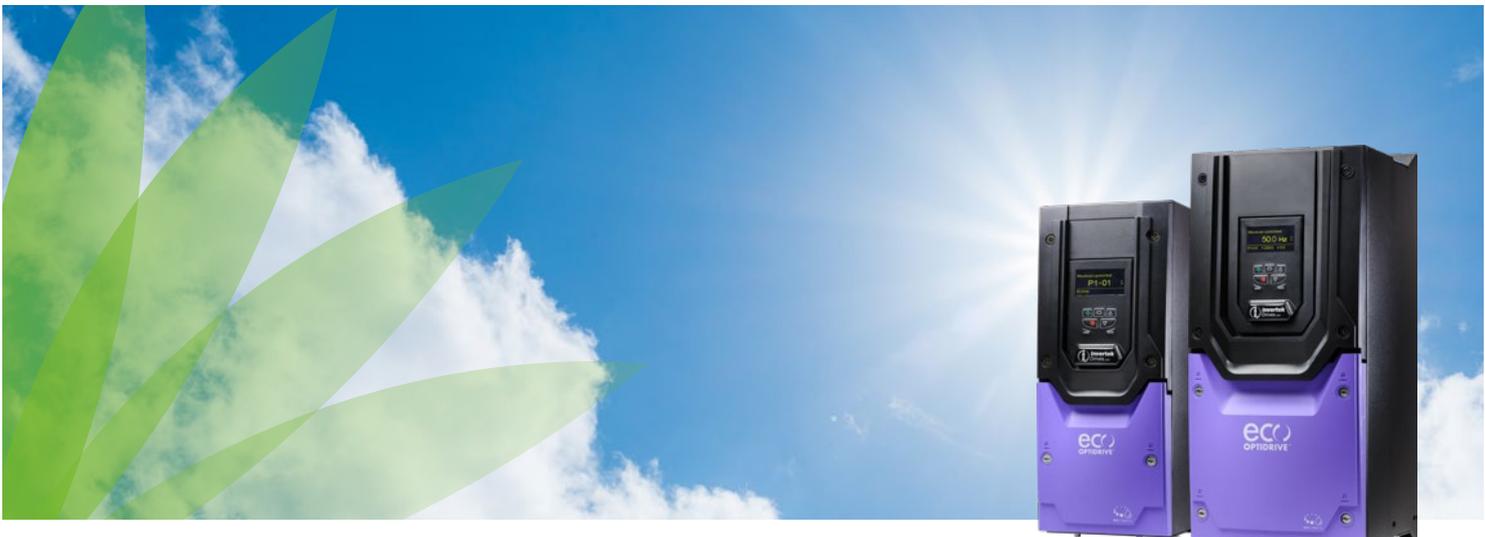
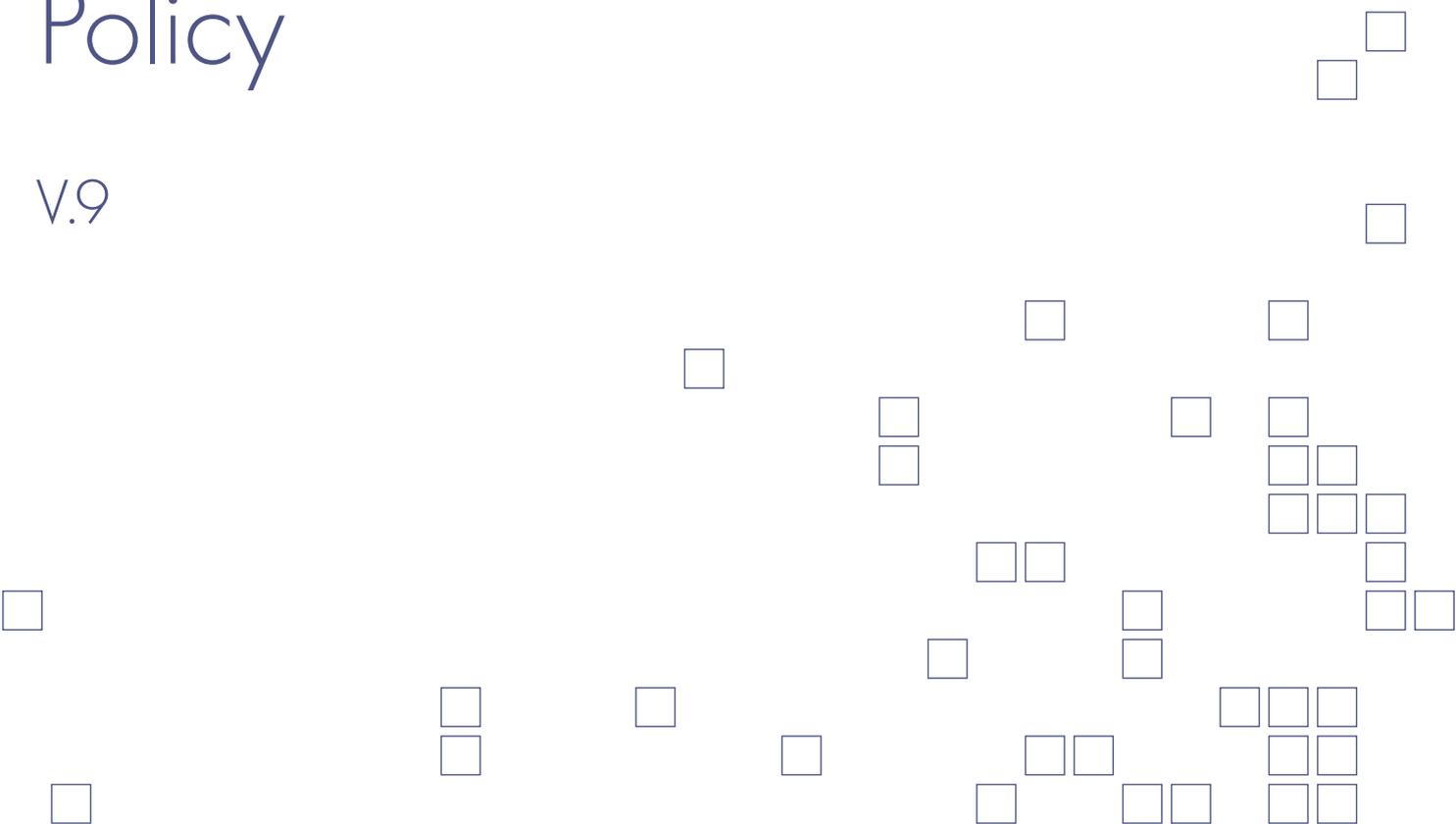


Environmental Policy

V.9



Invertex Drives Ltd was formed in 1998 and designs, manufactures and markets AC electronic variable speed drives used to control the speed of electric motors.

Invertex is committed to a clean and healthy environment.

We will strive to produce our products and services in an environmentally sensitive and responsible manner. We will meet or exceed accepted environmental practices, strive for continual improvement in our environmental management system, monitor our environmental performance through rigorous evaluations and minimise the creation of wastes and pollution. We will, therefore manage, monitor and review our processes, our material and our people on a regular basis, in order to reduce the environmental impacts associated with our company's operations.

Invertex Drives is certified to ISO 14001 – the internationally accepted standard for an effective Environmental Management System (EMS).

Putting the
environment at
the top of our
agenda



Main Objectives

- Continually seek to improve environmental performance
- Commitment to protect the environment and to protect and enhance biodiversity
- Comply with the requirements of environmental legislation and approved codes of practices
- Commitment to setting science-based targets for achieving net zero carbon by 2040, including procuring 100% renewable energy, 100% of company fleet will be electric and installing additional solar panels
- Seek to prevent pollution before it is produced and support our customers and suppliers in their pollution prevention activities
- Assist customers to use (including end of life disposal of) products and services in an environmentally responsible way
- Expect similar environmental standards from all our suppliers and contractors
- Reduce, re-use, and recycle waste and packaging
- Reduce the use of all raw material, energy and supplies
- Improve the efficiency of energy consumption
- Be water efficient at all times
- Raise awareness, encourage participation and train employees in environmental matters

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- Participate in discussions about environmental issues
- Adopt Sustainable Procurement policies and best practices

This policy will be communicated and reinforced throughout the company and to all those parties interested in the performance of our environmental management system. It will be regularly monitored and reviewed to ensure that the objectives are achieved, and, if necessary, revised in the light of legislative or organisational changes within the company.

Adrian Ellam
CEO

Putting the
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Amendment Record

Issue No	Date	Reason for Issue
4	20/3/20	Include commitment to protect the environment
5	17/09/20	Change Operations director to Adrian Ellam
6	23/05/22	Updated UKAS logo
7	06/01/23	Addition of net zero carbon commitment, end of life, water efficiency & sustainable procurement, scope
8	25/08/23	Amended Invertex Drives to 'certified' from 'accredited'
9	24/10/23	Added 'and to protect and enhance biodiversity' to 'Commitment to protect the environment'