# Energy performance policy

Melita Limited recognises the importance of energy management and is committed to operating its business responsibly and in compliance with all legal requirements.

In managing our energy use and consumption we consider both energy saving strategies and the efficiency of our business operations, including our services and products used. We have identified our energy challenges and our goal is to become an innovative and energy self-sufficient organisation.

## Our principles

Melita's objective is to improve energy performance by implementing the following principles:

- Comply with all applicable legal requirements relevant to the energy use, consumption and efficiency of Melita's operations;
- Set out principles and processes to assess the energy consumption of the company's activities and the factors contributing to energy consumption;
- Reduce our energy consumption through a formal plan of energy and carbon saving measures
- Review and update energy performance indicators, objectives and targets at least once a year as part of the management review process;
- Support the purchase of energy-efficient products and services, and design for energy performance improvement;
- Communicate and make available relevant data from our Energy Performance and Energy Management System;
- Maintain an Energy Management System in line with the requirements of ISO 50001 and continuously improve energy performance;
- Seek to reduce Green House Gas emissions in line with the SBTi by converting its car fleet to electrical vehicles and building solar farms to produce the electricity it requires.

This policy will be communicated throughout the company and will be reviewed annually or earlier to ensure it remains relevant and appropriate.

All employees and contractors involved in our operations are encouraged to embrace and fully support our Energy Performance Policy.

Endorsed by:

| Harald Roesch | | 1st March 2023 |
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| Chief Executive Officer | Signature | Date |