



# KYTE POWERTECH CONSOLIDATED REPORT

2023







TABLE OF  
CONTENTS

01

COMPANY

- COMPANY HIGHLIGHTS
- MESSAGE FROM THE CEO
- OUR COMPANY
- OUR CORE VALUES

02

OUR HISTORY

- OUR HISTORY
- MEET THE TEAM
- COMPANY CERTIFICATION TIMELINE

03

OUR PLANET

- SUSTAINABLE PROCUREMENT MANAGEMENT
- DESIGN
- ENVIRONMENTAL
- ENERGY MANAGEMENT
- WASTE MANAGEMENT
- CHEMICAL HANDLING
- GHG MANAGEMENT
- CARBON OFFSETS

04

OUR PEOPLE

- HR OBJECTIVES
- PAY AND RENUMERATION
- OCCUPATIONAL HEALTH AND SAFETY
- EQUALITY, DIVERSITY AND INCLUSION POLICY
- EMPLOYEE RIGHTS
- EMPLOYEE WELL-BEING INITIATIVES
- OCCUPATIONAL TRAINING
- ONSITE EVENTS
- LOCAL AND GLOBAL COMMITMENT

05

OUR BUSINESS

- BUSINESS POLICIES
- SASB COMPLIANCE
- FINANCIAL STATEMENTS
- INDUSTRY ENGAGEMENT
- PARTNERSHIP WITH THE COMMUNITY
- TY SUSTAINABILITY PROGRAM
- SPORTS SPONSORSHIPS
- BUSINESS COLLABORATIONS
- RECOGNITIONS AND AWARDS

06

OUR PRODUCTS

- PRODUCT RANGE
- TRANSFORMER OIL TYPE SALE

07

GOALS

- ENVIRONMENTAL GOALS
- SOCIAL GOALS
- GOVERNANCE GOALS

08

ROADMAP

- SUSTAINABILITY ROADMAP
- ORGANIZATIONAL COMMITMENT

# 01

## COMPANY

04

*Company  
Highlights*

05

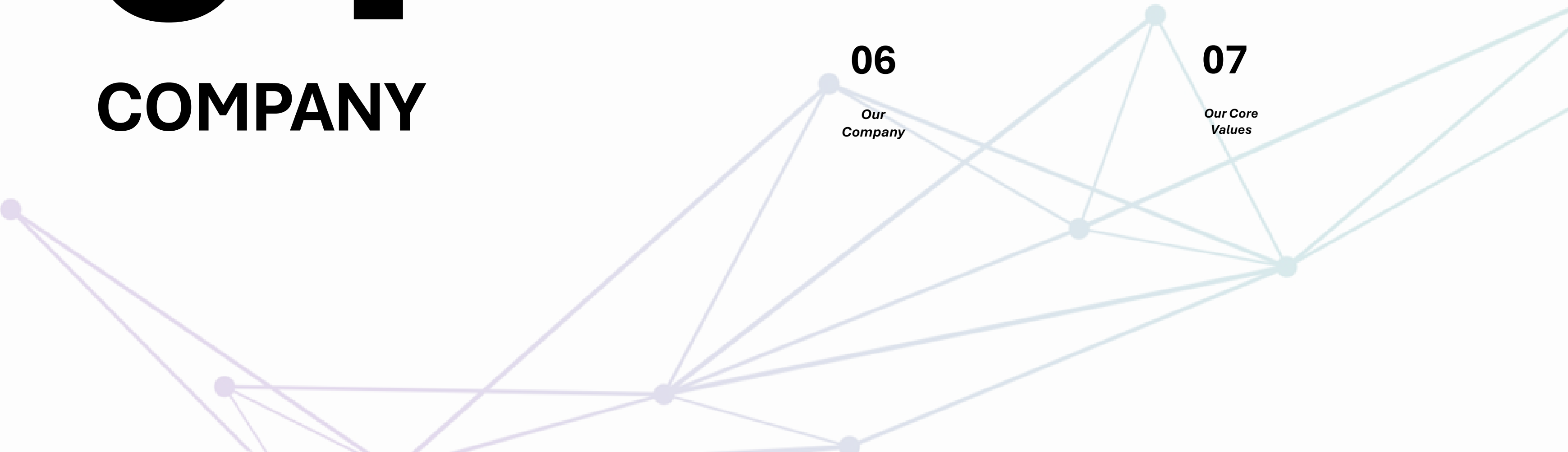
*Message from  
the CEO*

06

*Our  
Company*

07

*Our Core  
Values*





# COMPANY HIGHLIGHTS

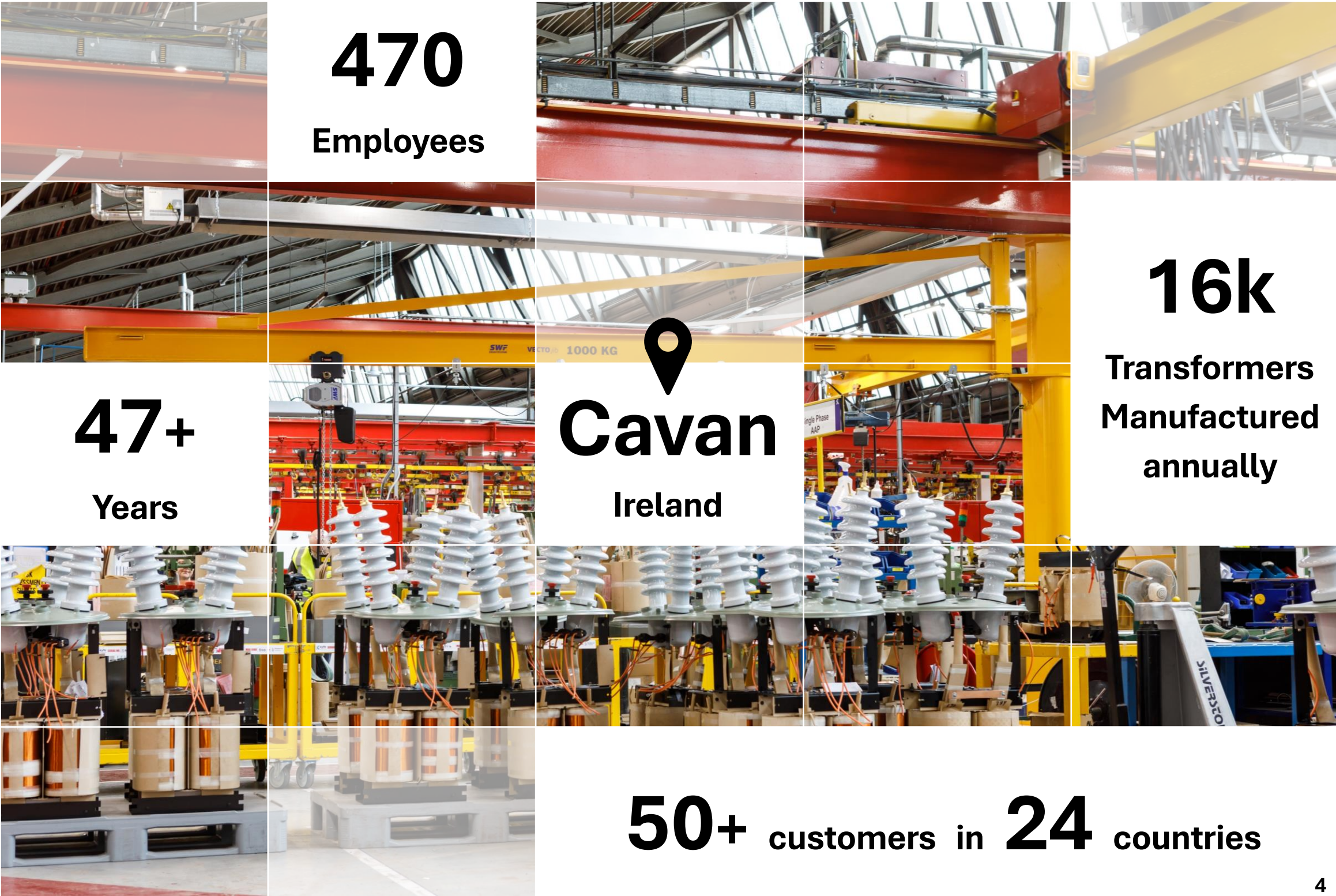
470  
Employees

47+  
Years

  
Cavan  
Ireland

16k  
Transformers  
Manufactured  
annually

50+ customers in 24 countries







“  
*Sustainability isn't just a choice; it's a responsibility. As stewards of the future, we must weave eco-conscious practices into the fabric of our business, ensuring that growth today aligns harmoniously with the needs of generations to come. It's not merely about sustaining our business; it's about sustaining our planet.*  
”

In our pursuit of excellence, we recognize the pivotal role we play in fostering a sustainable future. Our commitment to environmental stewardship is ingrained in every facet of our operations. From pioneering energy-efficient technologies to minimizing waste in our manufacturing processes, we strive to lead by example.

Our sustainability initiatives extend beyond compliance – they embody our values and shape our vision for a greener, more resilient world. We are proud to contribute to the global transition toward cleaner energy and remain steadfast in our commitment to pushing the boundaries of what is possible in sustainable transformer solutions. Our investments in sustainable materials and practices reflect not only our dedication to the environment but also our responsibility to our customers and the communities we serve.

As we navigate the future, our sustainability journey will continue to evolve, guided by the principles of integrity, innovation, and environmental consciousness. Together, we're building not just transformers but a legacy of responsible business that powers a sustainable tomorrow."



**Stephanie Leonard**  
Chief Executive Officer.





# OUR COMPANY

Established in 1977 in Cavan, Ireland, Kyte Powertech has evolved into a prominent player in the electrical sector, specializing in the development of tailored, high-quality transformer solutions. Operating from its expansive 17,500 sqm production facility with a yearly capacity of 6,500 MVA, the company manufactures and delivers a diverse range of products and services. With enduring alliances and strategic partnerships, some exceeding 25 years, Kyte Powertech has solidified its position as a market leader. The organization serves utilities in the United Kingdom, Ireland, Belgium, and the Netherlands, offering an extensive portfolio that spans industrial applications, wind and solar solutions, electric vehicle charging stations, and battery storage solutions.

Committed to driving innovation and sustainability, Kyte Powertech continues to spearhead advancements in the electrical sector. The company places a strong emphasis on research and development, channelling resources towards eco-friendly technologies and practices. By incorporating cutting-edge design and manufacturing techniques, Kyte Powertech strives to minimize its environmental footprint while delivering state-of-the-art transformer solutions.

Furthermore, the organization is dedicated to promoting energy efficiency across its product range. From industrial applications to renewable energy solutions, Kyte Powertech integrates sustainable practices into its operations, contributing to the global effort to combat climate change. With a focus on green initiatives, the company actively collaborates with partners and stakeholders to explore and implement environmentally responsible strategies.

In alignment with its commitment to sustainability, Kyte Powertech has also ventured into providing comprehensive solutions for electric vehicle charging stations and battery storage. By fostering a culture of environmental responsibility and investing in sustainable technologies, Kyte Powertech not only meets the current demands of the electrical sector but also anticipates and addresses the evolving needs of a greener future.





# OUR CORE VALUES

01

ENERGY EXPERTISE

Specializing in distribution transformers for almost half a century, we have a wealth of experience and cutting-edge knowledge of both engineering and manufacturing. As recognized experts in our business, we have the proven technical ability to continue to soar as one of the global market leaders in the industry.

02

RESPONSIVE INGENUITY

We pride ourselves on our sensitivity and responsiveness to the changing market and boast a strong record in designing and manufacturing bespoke solutions for our many customers.

03

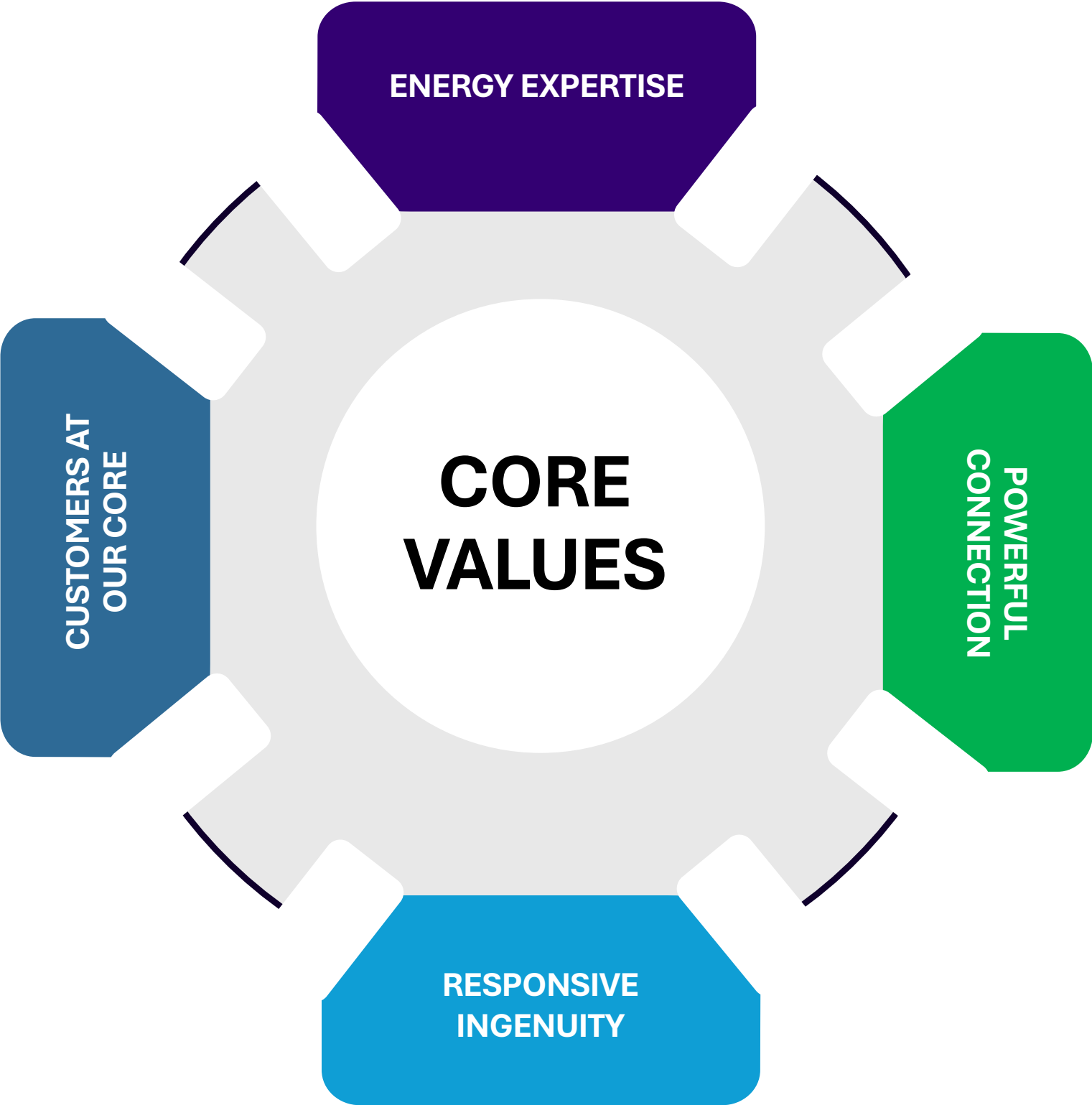
POWERFUL CONNECTION

Our values of integrity, trust and respect are paramount in all our interactions. These apply to relationships with customers and suppliers as well as our employees and teams. We have strong, completely transparent connection with our clients who understand our loyalty and clarity in the way we work.

04

CUSTOMERS AT OUR CORE

We believe in having absolute customer focus. By fostering a clear knowledge and understanding of our client’s needs among our workforce, we ensure a premium product, attention to detail and a unique personal service. We treat our customers with empathy, listening to their requirements and anticipating their concerns.







2020

2005

1977

1960

# 02

## OUR HISTORY

09

*Our History*

13

*Meet the team*

14

*Certification Timeline*

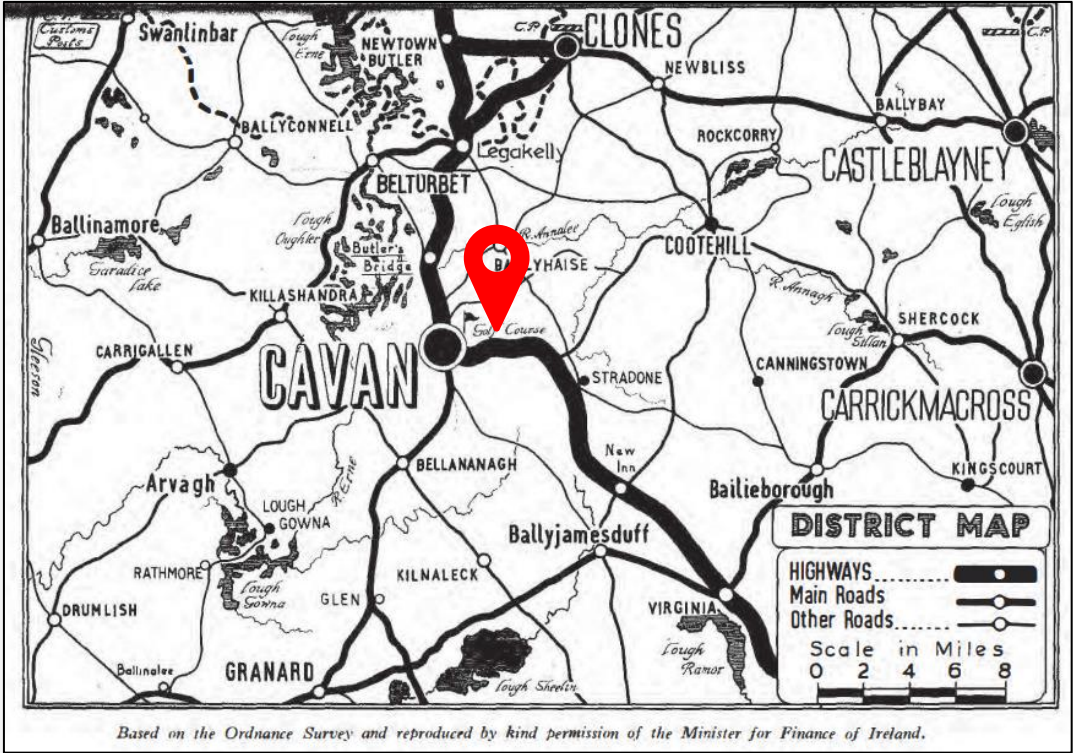




# CAVAN ENGINEERING LTD.

In the quaint town of Cavan in the early 1960s, Con A. Smith, ventured into the family business after studying architecture at Terenure College and University College Dublin. In 1962, a small manufacturing company named Cavan Engineering Limited emerged under the visionary leadership of the Smith Group. Originally dedicated to crafting sturdy tractor cabins for URUS tractors, the company played a vital role in the local community, providing jobs and stability. A year later, the group acquired the Renault franchise, showcasing its business acumen.

In November 1964, Con Smith acquired properties in Wexford, establishing an assembly plant for Renault cars. The Smith Group was launched on the Irish Stock Market in 1969, with Con Smith's success reflected in his controlling interest in nearly 50 companies. He also initiated negotiations for the Peugeot dealership and formed the private company O'Gowan Holdings.



## ENGINEERING DIVISION

Cavan Engineering Ltd., founded in 1962 is situated just outside Cavan town, on a 40 acre site, with a floor space of 55,000 sq. ft. It is engaged in high-precision and general engineering contract work.



Towards the end of the decade Smith Group had expanded into 7 divisions – Renault, wholesale, retail, engineering, construction, finance and property and group retail. As the years rolled by, Cavan Engineering Limited began to make headlines with the rebuilding of reconditioned tractors and exporting to Germany and Denmark as well as selling in every county in the Republic. The transformation wasn't without its challenges. The skilled craftsmen and engineers at Cavan Engineering had to adapt to new technologies and techniques. The hum of the workshop changed to the construction of tractor cabins.

With perseverance and a commitment to excellence, Cavan Engineering Limited successfully navigated the storm of change. The company not only survived but thrived in its new incarnation.

Fun fact: The land for the Con A. Smith Memorial Park on the Cathedral Road in Cavan was donated by Con P. Smith to commemorate his late son Con A. Smith who died tragically at the end tender age of 43 in the Staines, London, air crash on June 18, 1972.





# PAUWELS TRAF0 LTD.

As the 1970s approached, a new chapter unfolded. Pauwels, a forward-thinking international company, had its eyes set on European expansion. The executives at Pauwels, surveying the landscape for opportunities, stumbled upon Cavan Engineering Limited and the expansive factory space in Cavan.

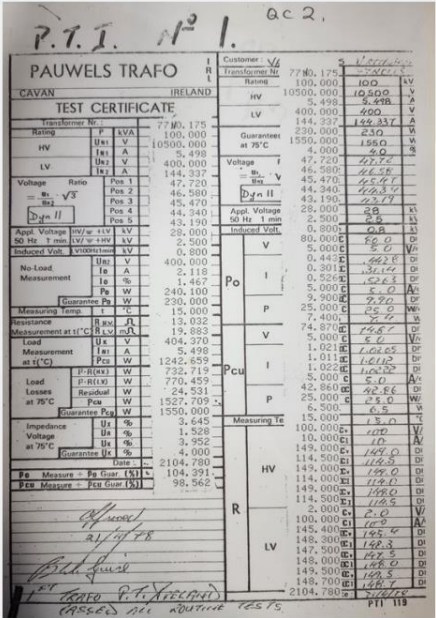
Recognizing the potential for growth and synergy, Pauwels seized the opportunity to establish a transformative partnership. The vast factory space in Cavan provided an ideal setting for Pauwels to diversify its operations and venture into the manufacturing of transformers.

The hum of machinery shifted from the assembly of tractor cabins to the intricate construction of cutting-edge transformers. Skilled artisans and engineers at Cavan Engineering Limited embraced the challenge, blending their expertise with Pauwels' global innovations.

The collaboration with Pauwels propelled Cavan Engineering Limited into the global arena. The Irish company, once synonymous with tractor cabins, now stood at the forefront of the burgeoning transformer industry. Its products earned acclaim for their reliability, efficiency, and the seamless integration of traditional craftsmanship with modern technology.



Pauwells Trafo - 1977



Test Cert – First Transformer - 1978



Pauwells Trafo - 2004

The late 1970s marked not just the expansion of a factory but the birth of a shared legacy. Pauwels' expertise and Cavan Engineering Limited's industrious spirit became the driving force behind the success of the joint venture. The once-small workshop became a symbol of resilience, adaptability, and international collaboration. In 2004, Pauwels Trafo Limited announced the production of its 200,000th transformer.

Cavan, once known for its agricultural roots, now bore witness to a new era of industrial prowess. The Smith Group's foresight in founding Cavan Engineering Limited, combined with Pauwels' global vision, had transformed a local enterprise into a beacon of innovation. The story of this transformer company served as an inspiration for future generations, proving that from the soil of tradition, the seeds of progress can grow into a forest of possibilities.





2020



# CROMPTON GREAVES LTD.

In 2005, a significant chapter unfolded in the global electrical manufacturing industry when Crompton Greaves Ltd., an Indian multinational with a robust portfolio in power generation and transmission, set its sights on the quaint town of Cavan, Ireland. Here, nestled among the rolling green landscapes, was Pauwels Transformers, a company with a legacy of engineering excellence and innovation in the manufacture of high-quality transformers.

Pauwels Transformers had earned a reputation across Europe for its cutting-edge technology and reliability, serving critical sectors from utilities to large-scale industrial applications. It was this pedigree that caught the attention of Crompton Greaves Ltd., a company eager to expand its footprint and capabilities on the global stage.

The acquisition of Pauwels by Crompton Greaves in 2005 was not just a business transaction; it was a strategic alliance that promised to transform the power dynamics of the industry. Crompton Greaves, with its deep roots in India and expanding global reach, recognized the immense value Pauwels brought to the table – not only in terms of advanced technology and skilled workforce but also in its established market presence across Europe.

Post-acquisition, Pauwels continued to thrive under the Crompton Greaves banner, benefiting from increased investment, access to a broader market, and an infusion of new technologies. The Cavan facility became a key part of Crompton Greaves' global operations, serving as a hub for innovation and excellence in transformer production.

2005

1977

1960





# KYTE POWERTECH LIMITED

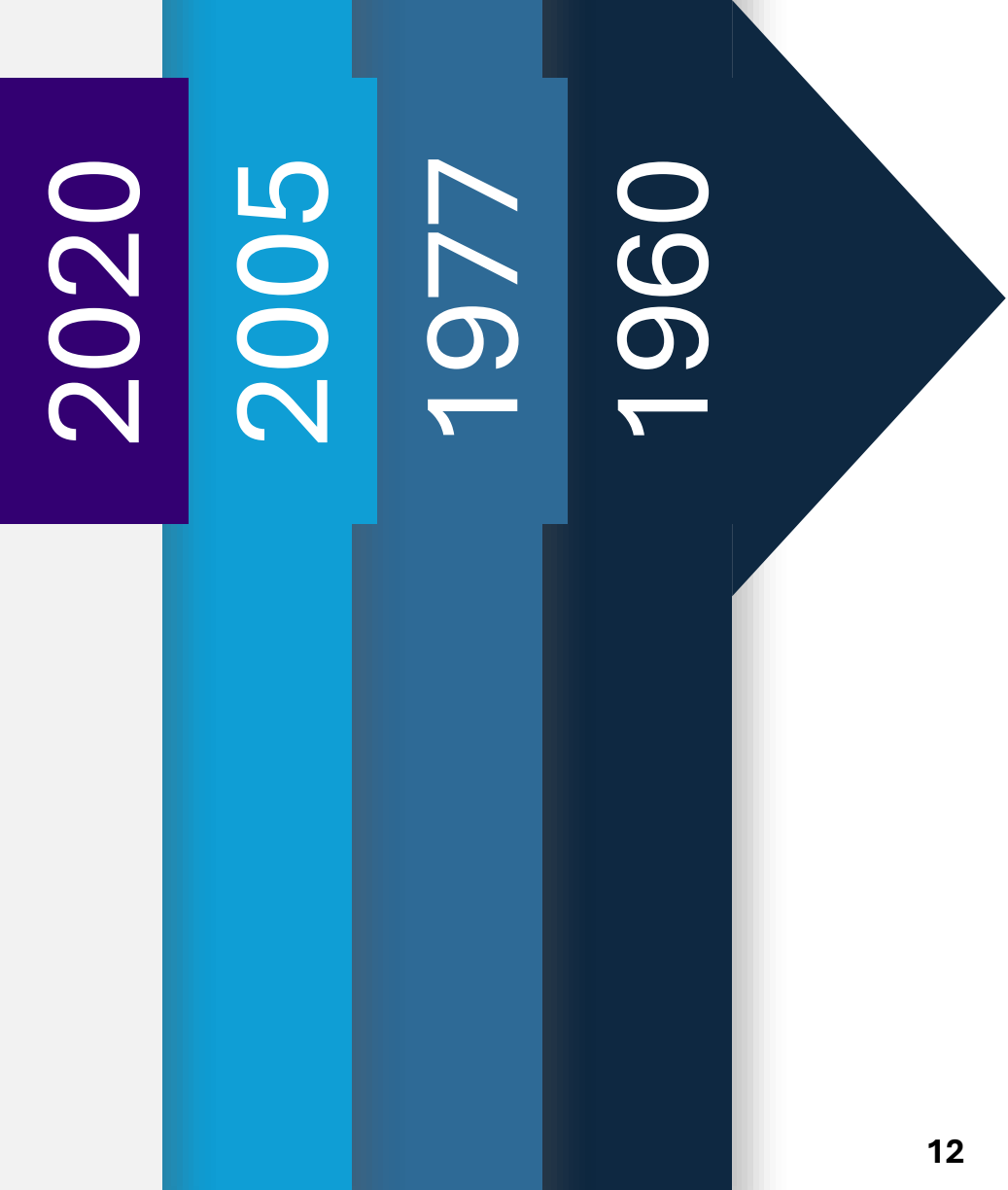
Kyte Powertech was previously a subsidiary of CG Power Systems Belgium, which was placed into receivership in 2020. MML Ireland worked with the Irish-based management team, led by CEO Stephanie Leonard and CFO Padraig McCabe, to unlock the deal and carve-out the Irish operations. MML Ireland invested alongside the management team to acquire the Irish business and secure 450 jobs in Cavan. Since investment, a new board structure was created with an experienced Chairman, the business was rebranded, and a significant capital investment programme was established.



Operating out of a vast 17,500 square meter facility with an annual production capacity of 6,500 MVA, the company produces a broad spectrum of products and services. Kyte Powertech is dedicated to pushing the boundaries of innovation and sustainability within the electrical sector. The company places a high priority on research and development, investing heavily in environmentally friendly technologies and practices. Through the adoption of advanced design and manufacturing processes, Kyte Powertech aims to reduce its environmental impact while delivering cutting-edge transformer solutions.

The company serves utility providers in the UK, Ireland, Belgium, and the Netherlands, offering a diverse portfolio that includes industrial applications, wind and solar power solutions, electric vehicle charging infrastructure, and battery storage systems.

In line with its ambitious sustainability goals, Kyte Powertech has significantly broadened its portfolio to include comprehensive solutions for electric vehicle charging stations and advanced battery storage systems. The company is deeply committed to fostering a culture of environmental stewardship, channelling substantial investments into cutting-edge green technologies. These initiatives not only address the immediate demands of the evolving electrical industry but also strategically position Kyte Powertech to meet the challenges of a more sustainable future. Central to this vision is the company's bold commitment to achieving carbon neutrality by 2045, reflecting its dedication to reducing environmental impact and leading the industry toward a greener, more sustainable world.







# MEET THE TEAM



**Noel Culbert**  
*Chief Financial Officer.*



**Martin Reilly**  
*Chief Operative Officer.*



**Gokhan Kalkan**  
*Technical R&D Manager.*



**Patrick Healy**  
*Head of Commercial.*



**Stephanie Leonard**  
*Chief Executive Officer.*



**Steve O'Sullivan**  
*Supply Chain Manager.*



**Thomas Williamson**  
*Design Manager.*



**Killian Smith**  
*Production Manager.*



**Stephen McSharry**  
*Industrial Engineering Manager.*



**Sarah Connolly**  
*Quality, Environmental  
and Testbay Manager.*



**John Flanagan**  
*IT Systems Manager.*



**Andrea Flanagan**  
*HR and H&S Manager.*

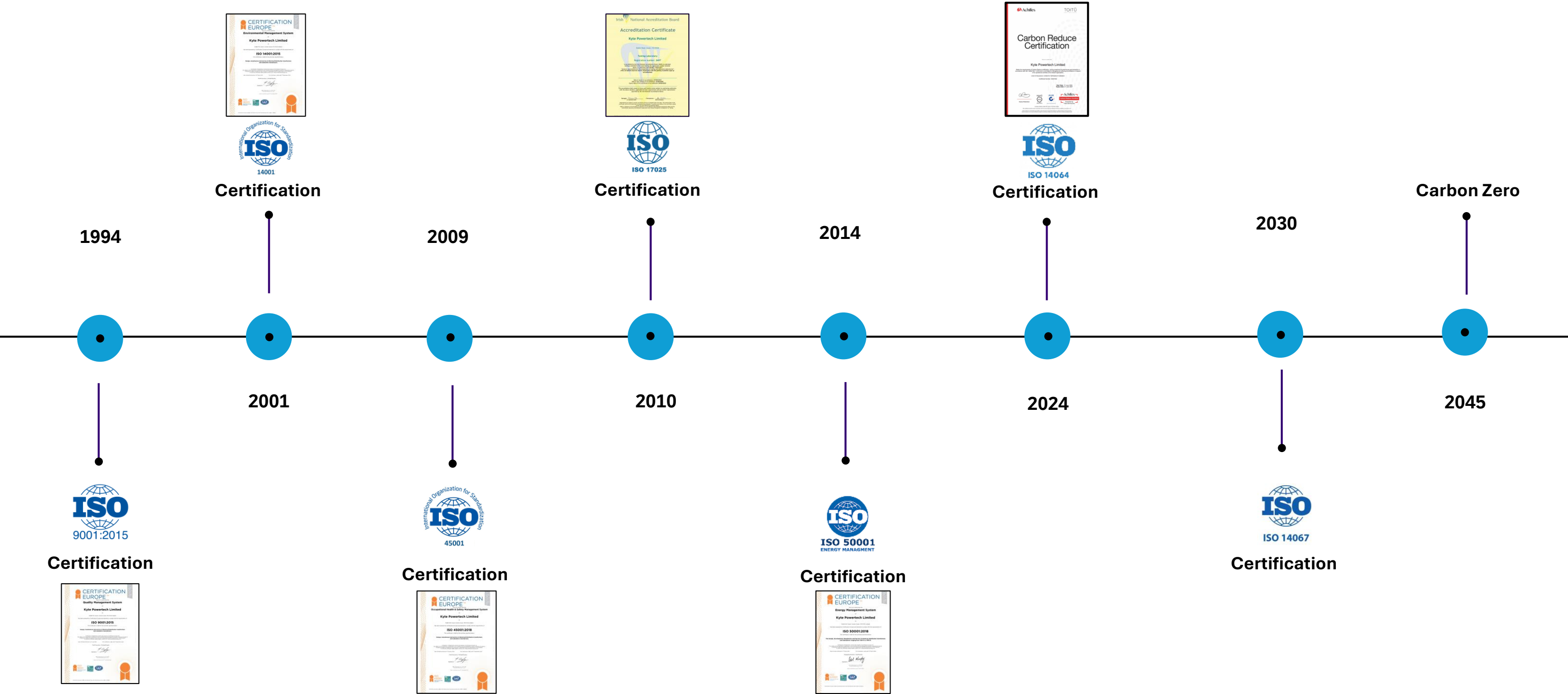


**Gerry Finnegan**  
*Business Support and  
Development.*





KYTE POWERTECH LIMITED – CERTIFICATION TIMELINE







# 03

## OUR PLANET

17

*Sustainable  
Procurement  
Management*

19

*Design*

21

*Environmental*

24

*Energy  
Management*

28

*Waste  
Management*

29

*Chemical  
Handling*

30

*GHG  
Management*

33

*Carbon  
Offsets*

# OUR PLANET



## Caring for Our Planet – Environmental Pillar (E)

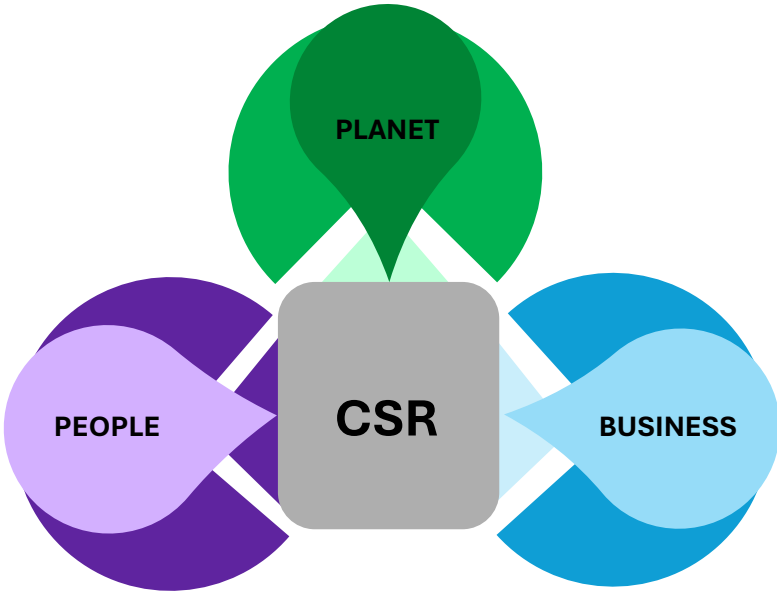
As the Quality, Environmental and Testbay Manager at Kyte Powertech, I am proud to affirm our unwavering commitment to sustainability and environmental responsibility. At Kyte Powertech, we recognize that our success is intertwined with the health of our planet and the well-being of our communities.

Our sustainability strategy is designed to minimize our environmental impact while fostering innovation and growth. We are dedicated to reducing our carbon footprint, enhancing resource efficiency, and ensuring responsible waste management across all our operations. By integrating these principles into our business practices, we not only comply with regulatory requirements but also strive to exceed industry standards. We are actively pursuing ambitious goals, including significant reductions in greenhouse gas emissions and increases in our recycling rates. Our approach is built on continuous improvement, driven by the latest advancements in technology and best practices in environmental management. Furthermore, we are investing in renewable energy sources and promoting energy efficiency initiatives throughout our facilities. This not only helps reduce our reliance on fossil fuels but also supports the global transition to a low-carbon economy.

We believe in the importance of sustainable product design and development. Our teams are constantly innovating to create products that have a lower environmental impact, use fewer resources, and can be recycled or repurposed at the end of their lifecycle. Employee engagement is also a critical component of our sustainability efforts. We provide ongoing training and resources to ensure that all team members are equipped to contribute to our environmental goals, fostering a culture of sustainability within the company.

Community involvement is another key aspect of our approach. We partner with local organizations and participate in initiatives that promote environmental conservation and awareness, helping to build resilient and sustainable communities. We are committed to transparency and accountability, regularly reporting our progress and engaging with stakeholders to drive meaningful change. At Kyte Powertech, sustainability is not just a policy—it is a core value that guides our decisions and actions.

Kyte Powertech considers the environmental pillar of its sustainability strategy essential to its mission of responsible business operations. The company recognizes the importance of preserving natural resources and minimizing environmental impact. Its comprehensive approach focuses on monitoring and reducing water, air, and land emissions, ensuring compliance with environmental regulations, and promoting a sustainable future



- ❖ Caring for Our Planet
- ❖ Supporting People and Communities
- ❖ Doing Business Right



**Sarah Connolly**  
Quality, Environmental  
and Testbay Manager.





# OUR PLANET

## SUSTAINABLE PROCUREMENT MANAGEMENT

Supplier surveys are conducted to identify if relevant certifications are available for the companies that Kyte Powertech does business with.

At Kyte Powertech, we recognize that the path to sustainability starts with responsible sourcing and supply chain management. Our sustainable procurement strategy is designed to align our business operations with our core values of environmental responsibility, social equity, and economic viability. Through our efforts, we aim to drive positive change across our entire supply chain while delivering value to our customers and stakeholders.

### Sustainable Procurement Approach

- **Supplier Partnerships:** The company actively collaborates with suppliers committed to sustainability, establishing long-term partnerships that foster mutual growth. Their supplier selection criteria emphasize environmental stewardship, ethical labour practices, and innovation in sustainable practices. To ensure compliance with their sustainability standards, they conduct regular assessments and audits of their suppliers, evaluating their environmental impact, labour practices, and adherence to ethical sourcing guidelines. They also work closely with their suppliers to build their capacity for sustainable practices by providing training, sharing best practices, and supporting the implementation of new technologies that enhance sustainability.
- **Ethical Sourcing:** Kyte Powertech is committed to upholding the highest standards of human rights and labour practices in its supply chain. They prioritize sourcing from suppliers who respect and protect workers' rights, provide safe working conditions, and promote fair wages. Furthermore, Kyte Powertech strives to source materials that are free from conflict and exploitation. Their procurement policies ensure that their supply chain does not contribute to environmental degradation or human rights abuses in conflict-affected areas.

**Conflict Mineral Policy:** On 1 January 2021, the Conflict Minerals Regulation came into full force across the EU. Tantalum, Tin, Tungsten and Gold often referred to as 3TG by downstream companies are metal extracts from minerals cassiterite, columbite-tantalite and wolframite, respectively which are collectively referred to as “Conflict minerals”.



Kyte Powertech Ltd.’ is committed to adhere to legal obligations concerned with the sourcing of conflict 3TG (3TG – Tin, Tantalum, Tungsten and Gold) under the OECD Due Diligence Guidance for Responsible Supply Chains of 3TG from CAHRAs. As part of Kyte Powertech’s sustainability commitment on Responsible Sourcing of Minerals, it is important to ensure that 3TG contained in our products are sourced with due respect for human rights, the need to avoid contributing to conflict, and the desire to support development through our supply chain practices. At the same time, Kyte Powertech does not ban the use of 3TG that originate in Democratic Republic of Congo (DRC), and adjoining country, or other Conflict-Affected and High-Risk Areas when they are sourced in accordance with existing international standards.

❖ [Link to Conflict Mineral Policy](#)

### Resource Efficiency:

- **Circular Economy Principles:** We integrate circular economy principles into our procurement practices, emphasizing the reduction, reuse, and recycling of materials. Our goal is to minimize waste and optimize resource use throughout the product lifecycle.
- **Sustainable Materials:** We prioritize the use of sustainable materials in our products, such as recycled or renewable resources, and work with suppliers who are committed to reducing their environmental impact.
- **Carbon Footprint Reduction:** Our procurement strategy includes initiatives to measure and reduce the carbon footprint of our supply chain. We collaborate with suppliers to implement energy-efficient practices and renewable energy solutions.

### Continuous Improvement:

- **Dynamic Procurement Strategy:** Our procurement strategy is dynamic and continuously evolving to reflect emerging best practices, technological advancements, and changing market conditions. We regularly review and update our procurement policies to align with industry standards.
- **Training and Development:** We invest in ongoing training and development for our procurement teams, equipping them with the knowledge and skills needed to drive sustainable procurement practices. This includes workshops, seminars, and access to industry resources.



# OUR PLANET

### Stakeholder Engagement:

- **Inclusive Collaboration:** We engage with a broad range of stakeholders, including customers, suppliers, industry associations, and non-governmental organizations (NGOs), to understand their perspectives and incorporate their feedback into our procurement strategies.
- **Transparency and Reporting:** We are committed to transparency and regularly report on our sustainable procurement progress. This includes sharing our achievements, challenges, and future plans with stakeholders to build trust and accountability.

### Impact and Outcomes

Through our sustainable procurement initiatives, Kyte Powertech aims to achieve the following outcomes:

- **Environmental Impact Reduction:** We strive to significantly reduce greenhouse gas emissions, water usage, and waste across our supply chain. By optimizing resource use and promoting sustainable materials, we are minimizing our environmental footprint.
- **Social Equity Enhancement:** Our procurement practices support fair labour standards and improve the livelihoods of workers involved in our supply chain. We are committed to creating positive social impacts by promoting diversity, inclusion, and equity.
- **Innovation and Technological Advancement:** We encourage the development and adoption of innovative products and technologies that enhance sustainability. Our partnerships with suppliers drive innovation, enabling us to offer cutting-edge solutions to our customers.
- **Economic Value Creation:** By integrating sustainability into our procurement processes, we create economic value for our company, suppliers, and stakeholders. This includes cost savings from resource efficiency, enhanced brand reputation, and increased customer loyalty.
- **Resilient Supply Chain:** Our focus on sustainable procurement helps build a resilient supply chain that can adapt to changing environmental and social conditions. This enhances our ability to meet customer demands and maintain business continuity.



### SUSTAINABLE PROCUREMENT MANAGEMENT - KPI

Target name	Comments	Data Collection	Target Date	KPI
Procurement of recycled core magnetic steel	Suppliers will be evaluated based on their survey responses, as well as additional criteria such as reliability, quality, pricing, and capacity to meet Kyte Powertech's demand. Suppliers meeting the criteria for recycled content or reduced carbon footprint will be engaged in further discussions to establish partnerships and collaboration agreements.	60% stock of magnetic steel to be made from recycled raw materials/have a reduced carbon footprint. Contractual agreements will be negotiated to formalize commitments, ensure transparency, and monitor progress towards the 60% target over time.	2025	Percentage of Magnetic Steel from Sustainable Sources
Green Purchasing	Continued consideration during approval of new products & machinery. Purchasing department will consider green purchasing as a yearly objective.	Conducting a cost-benefit analysis of conventional versus green products, while gathering feedback from employees and stakeholders, will further ensure that purchasing decisions align with sustainability goals and regulatory compliance.	Yearly	Percentage of New Products and Machinery Purchased with Green Certifications
Timber Products	Kyte Powertech ensures that all wooden/fibre parts procured by the company have a FSC (Chain of Custody) certificate to prove its authenticity.	Certificates are collected and maintained throughout the contract period	Done depending on document validity	Percentage of Wooden/Fiber Parts Procured with FSC Certification
Conflict Mineral Survey	Kyte Powertech's sustainability commitment on Responsible Sourcing of Minerals ensures that 3TG contained in our products are sourced with due respect for human rights, the need to avoid contributing to conflict, and the desire to support development through our supply chain practices. At the same time, Kyte Powertech does not ban the use of 3TG that originate in Democratic Republic of Congo (DRC), and adjoining country, or other Conflict-Affected and High-Risk Areas when they are sourced in accordance with existing international standards.	Supplier Surveys conducted annually. Annual company level CMRT generation to consolidate survey results and publication on the company website.	Yearly	Percentage of 3TG Suppliers Analysed for Compliance with International Standards
Supplier Survey	Kyte Powertech conducts supplier surveys to identify if suppliers have relevant ISO certifications and policies on environmental, quality, H&S, Energy and Modern Slavery Policy.	When a contract is framed, information is requested, and when the received certificates become invalid, new ones are requested.	Done depending on document validity	Percentage of Suppliers Surveyed for ISO Certifications and Key Policies



# OUR PLANET

## DESIGN

Kyte Powertech is at the forefront of designing transformers with a strong emphasis on sustainability. As a leading player in the electrical equipment industry, Kyte Powertech is committed to reducing the environmental impact of its products while maintaining high performance standards.

### SUSTAINABLE DESIGN AND MATERIALS

#### Eco-Friendly Materials:

- Kyte Powertech prioritizes the use of materials that are both recyclable and sourced sustainably. This includes metals, insulation, and other components that have minimal environmental impact throughout their lifecycle.
- The company works closely with suppliers to ensure compliance with environmental standards and certifications, reducing the carbon footprint associated with raw material acquisition.

#### Reduced Hazardous Substances:

- The company actively seeks to minimize the use of hazardous substances such as PCBs and certain flame retardants, aligning with regulations like RoHS (Restriction of Hazardous Substances).
- Continuous research into alternative materials helps Kyte Powertech develop safer and more sustainable products.

#### KPIs:

Percentage of Recycled Materials Used	Measure the proportion of materials sourced from recycled origins
Reduction in Hazardous Materials	Track the percentage reduction in hazardous substances used in manufacturing
Supplier Sustainability Ratings	Evaluate and score suppliers based on their adherence to environmental standards

### ENERGY EFFICIENCY AND PERFORMANCE



#### Advanced Technologies:

- Kyte Powertech invests in research to develop technologies such as amorphous metal cores, which significantly reduce core losses compared to traditional silicon steel.
- The company enhances transformer efficiency by optimizing designs and utilizing advanced winding techniques to lower energy consumption and heat generation.

#### Carbon Emission Reduction:

- By designing transformers that require less energy, Kyte Powertech contributes to lower greenhouse gas emissions throughout the energy distribution process.
- The company’s efforts align with international climate agreements to reduce carbon footprints and improve energy efficiency.

#### KPIs:

Transformer Efficiency Ratings	Track efficiency improvements measured in percentage reductions of no-load and load losses
Carbon Emissions Saved	Calculate the estimated reduction in carbon emissions as a result of efficiency improvements.
Energy Savings Achieved	Measure energy savings for customers over the product's lifecycle.

### Lifecycle Management and Recycling

#### Design for Longevity:

- Kyte Powertech designs its transformers for extended service life, focusing on durability and ease of maintenance to ensure long-term performance.
- The company provides detailed maintenance and servicing guidelines to maximize product lifespan and efficiency.

#### KPIs:

Product Lifespan Extension	Measure the average operational life of transformers compared to industry standards
----------------------------	---

### INNOVATION AND COLLABORATION

#### Research and Development:

- Kyte Powertech invests significantly in R&D to explore new technologies and materials that can further enhance sustainability.
- The company is dedicated to continuous innovation, using data analytics and advanced modelling to optimize transformer designs.



# OUR PLANET

Industry Partnerships:

- Collaboration with academic institutions, industry experts, and regulatory bodies allows Kyte Powertech to stay at the forefront of sustainable technology development.
- Participation in joint research projects and industry forums helps the company share insights and drive collective progress.

EMPLOYEE AND COMMUNITY ENGAGEMENT

Sustainability Training:

- Kyte Powertech offers comprehensive training programs to educate employees on sustainable practices and the importance of sustainability in product design.
- Regular workshops and seminars encourage a culture of sustainability and innovation within the organization.

Community Outreach:

- The company engages with local communities through educational programs and partnerships to raise awareness about sustainability in the energy sector.
- Kyte Powertech supports community initiatives and projects that promote environmental conservation and renewable energy use.

KPIs:

Community Engagement Activities	Measure the number of outreach programs and partnerships initiated.
Employee Sustainability Awareness	Survey employees to assess understanding and engagement with sustainability initiatives.

COMMITMENT TO GLOBAL STANDARDS

International Standards Compliance:

- Kyte Powertech adheres to international environmental management standards, such as ISO 9001, ISO 14001, ISO 50001, ISO 14064 ensuring its sustainability practices are reviewed and improved regularly.
- The company stays updated with global best practices and regulatory requirements to maintain compliance.

Transparency and Reporting:



- Kyte Powertech provides detailed sustainability reports that outline its progress and achievements in sustainability, maintaining transparency with stakeholders.
- Regular updates and disclosures ensure accountability and demonstrate Kyte Powertech’s commitment to continuous improvement.

KPIs:

Compliance Rate with Environmental Standards	Measure adherence to international standards and regulations
Sustainability Reporting Frequency and Accuracy	Track the timeliness and thoroughness of sustainability reports.
Stakeholder Satisfaction with Transparency	Gather feedback from stakeholders on the clarity and comprehensiveness of sustainability disclosures

DESIGN TEAM INITIATIVES

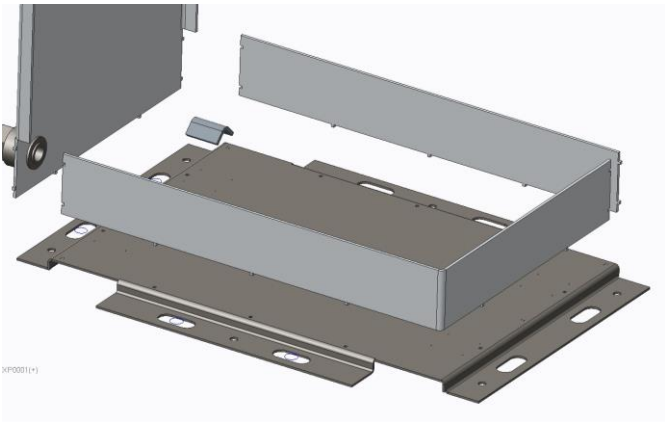
In November 2023, the “*Design for Robots*” team was created within the design department. This collaborative effort, with Industrial Engineering, focuses on three key objectives:

Robot Readiness for New Designs	The team ensures that all new designs are optimised for seamless integration with robotic systems
Updating Existing Designs	Existing designs are systematically updated to meet robot readiness.
Innovation in Tank Design	The team actively explores innovative approaches to enhance tank designs, specifically emphasising ease of manufacture.

Projects undertaken by the team include the “*Jigsaw Tank*” and “*33kVA robotic tank*”.

“*Jigsaw*” design innovation in tank design for electrical transformers is a concept that focuses on improving transformer efficiency, modularity, ease of maintenance, and overall sustainability. This innovative approach borrows from the idea of a jigsaw puzzle, where parts fit together seamlessly and can be easily assembled and disassembled.

The “*Jigsaw System*” is a clever approach to transformer tank assembly. By eliminating the need for jigs, it streamlines the process. Operators can easily connect the walls and base, weld the location tabs, and then place the unit onto the robotic welding station for final assembly. The inclusion of a Poka-Yoke quality system ensures that assembly can only be right first time



**ACHIEVEMENT:** This innovation has **saved** approximately “**3 minutes per tank**” compared to traditional assembly methods.

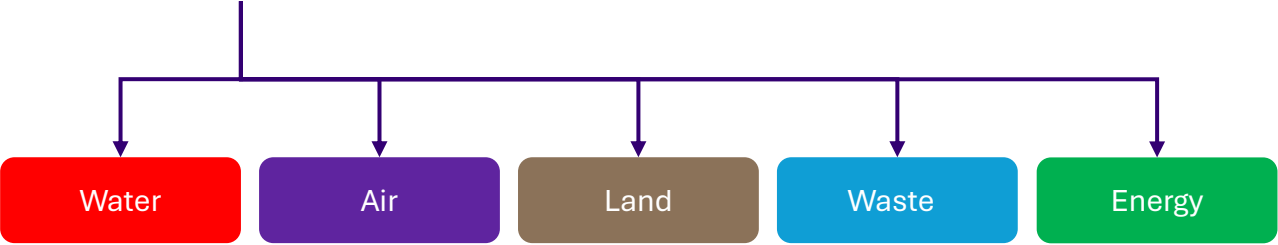


# OUR PLANET

## ENVIRONMENTAL

Kyte Powertech holds an Integrated Pollution Prevention and Control (IPPC) license since 2009, issued by the Environmental Protection Agency. The IPPC aims to reduce/prevent all emissions to water, air and land, reduce waste and use energy efficiently.

### IPPC License



- ➔ Kyte Powertech holds an Integrated Pollution Prevention and Control (IPPC) license for waste management, demonstrating compliance with regulatory requirements for the handling, treatment, and disposal of waste materials.
- ➔ The company implements waste minimization strategies, recycling initiatives, and proper waste disposal practices to reduce environmental impact and ensure regulatory compliance.
- ➔ Comprehensive waste management plans, employee training programs, and periodic audits are integral to Kyte Powertech's efforts to maintain its IPPC license and uphold environmental responsibility.

Over the years, the company has continuously ensured compliance and certification for ISO 50001, 14001, 45001, and IPPC License.

The following regular reports/requests are uploaded as per license requirements:

Report	Frequency	Submission Date
Emissions to Atmosphere	Annual	Annually
Emissions to Sewer	Quarterly	April, July, October, Jan
Emissions to Surface Water	Quarterly	April, July, October, Jan
Complaints (where they arise)	Quarterly	April, July, October, Jan
Environmental Objectives and Targets	Annually	As part of AER



Report	Frequency	Required Submission Date
European Pollutant Release and Transfer Register	Annually	As part of AER
EMP proposal	Annually	As part of AER
Bund , tank & pipeline integrity	Every 3 years	As part of AER
ELRA & CRAMP	Every 3 years	As part of AER
CCTV footage – pipeline integrity	Every 3 years	As part of AER
Annual Environmental Report	Annually	Annually (March)

**Water Management:** Water is a vital resource, and Kyte Powertech is committed to responsible water management practices:

- **Regular Monitoring:** The company collects water samples from its onsite facilities regularly as stipulated by the IPPCL and forwarded to ISO 17025 certified laboratories for testing. This ensures water usage and discharge are within the established threshold limits, maintaining the highest standards of water quality.
- **Effluent Treatment:** Kyte Powertech employs advanced effluent treatment systems to minimize contaminants in its wastewater before discharge, protecting local water bodies and ecosystems.
- **Water Conservation:** The company implements water-saving technologies and practices across its operations to reduce water consumption and promote efficient use of this precious resource.

Source of Water Used	2020	2021	2022	2023
Public Supply (m3 /year)	8,269	2,603	4,855.383	4,613.675

### STORM WATER MONITORING

All storm water (otherwise known Surface water emissions) is emitted through Interceptors. There are 6 \* Class 1 and 3 \* Class II interceptors onsite.

Parameter measured	No. of Samples	% Compliant	Comment
Oils, Fats, Greases	12	100%	Full Compliance
COD	12	100%	Full Compliance
pH	12	100%	Full Compliance
Mineral Oil	12	100%	Full Compliance



# OUR PLANET

**Air Quality:** Maintaining air quality is crucial for the health of employees, the community, and the environment:

- **Emissions Control:** Kyte Powertech uses state-of-the-art emission control technologies to reduce air pollutants from its manufacturing processes, including scrubbers, filters, and catalytic converters.
- **Air Monitoring:** Continuous air quality monitoring systems are in place to measure and track emissions. This data is analysed to ensure compliance with regulatory standards and to identify areas for improvement.

## AIR QUALITY MONITORING – THRESHOLD LEVEL COMPLIANCE



Substance	2020	2021	2022	2023
Total Organics as C	100% Compliant	100% Compliant	100% Compliant	100% Compliant
Total Heavy Metals	100% Compliant	100% Compliant	100% Compliant	100% Compliant
Hydrogen Chloride	100% Compliant	100% Compliant	100% Compliant	100% Compliant
Dioxins and Furans	100% Compliant	100% Compliant	100% Compliant	100% Compliant
Particulate Matter (PM10)	100% Compliant	100% Compliant	100% Compliant	100% Compliant

**Land Quality:** Kyte Powertech is committed to minimizing its impact on land resources and promoting sustainable land use:

**Waste Water Management:** The company's comprehensive waste management program focuses on reducing, reusing, and recycling waste materials, aiming to divert as much waste as possible from landfills and promote a circular economy.

- **Soil Protection:** Proactive measures are taken to prevent soil contamination from chemical spills and industrial activities.
- **Biodiversity Conservation:** Kyte Powertech supports biodiversity by protecting natural habitats and implementing landscaping practices that enhance local ecosystems.

## WASTE WATER TESTING – THRESHOLD COMPLIANCE

Parameter Measured	2020	2021	2022	2023
pH	100% Compliance	100% Compliance	100% Compliance	100% Compliance
Suspended Solids	100% Compliance	100% Compliance	100% Compliance	100% Compliance
Sulphates	100% Compliance	100% Compliance	100% Compliance	100% Compliance
Total Phosphorus (P)	94% Compliance	96% Compliance	100% Compliance	96% Compliance
Oil, Fats and Greases	100% Compliance	98% Compliance	100% Compliance	100% Compliance
Manganese	100% Compliance	100% Compliance	100% Compliance	100% Compliance
Zinc	92% Compliance	100% Compliance	100% Compliance	96% Compliance
Nickel	100% Compliance	100% Compliance	100% Compliance	98% Compliance
Total Heavy Metals	94% Compliance	100% Compliance	99% Compliance	92% Compliance

\*All Non-conformance were raised internally and closed to the satisfaction of the Environmental Protection Agency.



# OUR PLANET

**Reporting and Compliance:** Transparency and accountability are core values at Kyte Powertech. The company is dedicated to meeting and exceeding regulatory requirements.

- **Annual Reporting:** Kyte Powertech reports its environmental performance to the Environmental Protection Agency (EPA) annually, detailing its emissions, resource usage, and sustainability initiatives. This report includes data on water, air, and land emissions, demonstrating its commitment to environmental stewardship.
- **Compliance Assurance:** Regular internal audits and third-party assessments ensure that operations comply with all relevant environmental regulations and standards. Any deviations are promptly addressed with corrective actions.

**Continuous Improvement:** Kyte Powertech is committed to continuous improvement in its environmental practices and actively seeks new technologies and methodologies to further reduce its environmental impact:

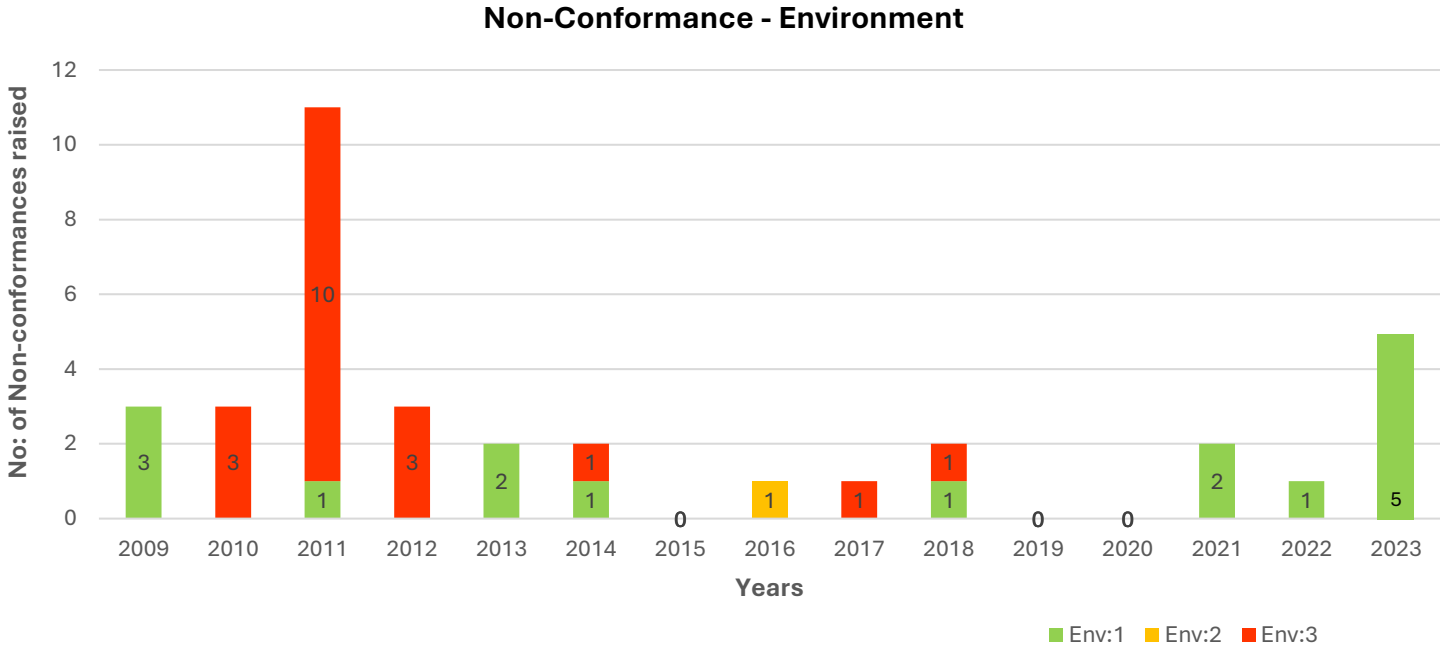
- **Innovation and Research:** The company invests in research and development to discover innovative solutions for environmental challenges, exploring new materials, processes, and technologies that enhance sustainability.
- **Employee Engagement:** Employees play a crucial role in the company's environmental initiatives. Kyte Powertech provides training and encourages participation in sustainability programs, fostering a culture of environmental responsibility.

Type of Complaint	No: Complaints			
	2020	2021	2022	2023
Odour/Smells	0	0	0	0
Noise	0	0	0	0
Dust	0	0	0	0
Water Quality	0	0	0	0
Air Quality	0	0	0	0
Waste	0	0	0	0
Litter	0	1	0	0
Soil Contamination	0	0	0	0
Vibration	0	0	0	0



Environmental Goals	Target Date	Description	KPI
Environmental Incidents	Yearly	Target to maintain zero environmental incidents/complaints year on year	Zero environmental incidents
Environmental Awareness	Yearly	Reduce ecological footprint, comply with regulations, operational efficiencies, cost savings, and increased customer loyalty, ultimately contributing to long-term profitability and competitive advantage	<ul style="list-style-type: none"><li>• Percentage of waste recycled</li><li>• Reduction in Carbon emissions</li></ul>

ENVIRONMENTAL  
NON-  
CONFORMANCE



Rank	Classification	Impact on the environment
1	Minor	No contamination, localized effects; Minor effect on air quality as evidenced by dust or odour complaint(s); ELV breaches; An emission which does not comply with the requirement of the licence/COA (A pattern of repeated minor incidents should be taken into account when considering the level of response).
2	Limited	Simple contamination, localized effects of short duration; Local limited impact to water, land and air; Notification to and short-term closure of potable water extractors required.
3	Serious	Simple contamination, widespread effects of extended duration; Major damage to an ecosystem (e.g., significant impact on fish population) ; Longer term closure of potable water extractors; Significant reduction in amenity value; Significant Damage to agriculture or commerce; Significant Impact on man

# OUR PLANET

## ENERGY MANAGEMENT

In 2009, Kyte Powertech Limited recognized the growing importance of energy management and sustainability, leading to the formation of a dedicated energy team. The growing concern of energy prices with the increase in production quantities was seen as a problem for the organization. This team was assembled with a diverse group of individuals from various departments, including operations, maintenance, engineering, finance, and environmental management. The goal was to harness a wide range of expertise and insights to create a comprehensive approach to energy management.



## ENERGY MANAGEMENT - KPI

**EnPI = Total Energy Used (kWh)/Total Production (kVA)**

The energy team was tasked with several key objectives:

<b>Integrated Approach</b>	By including members from different departments, the team ensured a holistic view of energy usage and management across the organization. The varied backgrounds of the team members brought together technical skills, operational knowledge, financial acumen, and environmental expertise, fostering innovative solutions.
<b>Implementation</b>	The EnMS was rolled out across the organization, with training sessions conducted to ensure all employees understood their roles in energy management.
<b>Development of an Energy Management System (EnMS)</b>	The team developed an EnMS that follows international standards, such as ISO 50001. This system provides a structured approach to tracking, analysing, and improving energy performance.
<b>Continuous Monitoring</b>	The team implemented advanced monitoring tools and software to track energy consumption in real-time. This allows for immediate detection of anomalies and inefficiencies.
<b>Benchmarking and Targets</b>	By analysing historical data and industry benchmarks, the team set realistic and ambitious energy reduction targets. These targets are reviewed periodically to ensure continuous improvement.
<b>Detection and Reporting</b>	The team established protocols for identifying and reporting non-conformances, such as deviations from energy policies or unexpected spikes in energy use.
<b>Corrective Actions</b>	Once a non-conformance is reported, the team investigates the cause and implements corrective actions to prevent recurrence.
<b>Energy-Efficient Technologies</b>	The team conducted cost-benefit analyses to justify investments in energy-efficient technologies, such as LED lighting, high-efficiency HVAC systems, and renewable energy installations.
<b>Infrastructure Upgrades</b>	Significant capital has been allocated to upgrading infrastructure to support energy-saving initiatives, including improved insulation, energy-efficient motors, and advanced control systems.
<b>Process Optimization</b>	By applying Lean Six Sigma methodologies, the team systematically identifies and eliminates waste in energy-related processes. This includes reducing idle times, optimizing equipment performance, and streamlining workflows.
<b>Cost Reduction</b>	These efforts not only improve energy efficiency but also lead to significant cost savings, contributing to the company's bottom line.

In 2014, after several years of dedicated effort in developing and refining our Energy Management System, our company achieved ISO 50001 certification. Since its formation, the energy team has made substantial progress in reducing energy consumption and improving sustainability practices within the company. Their efforts have led to:

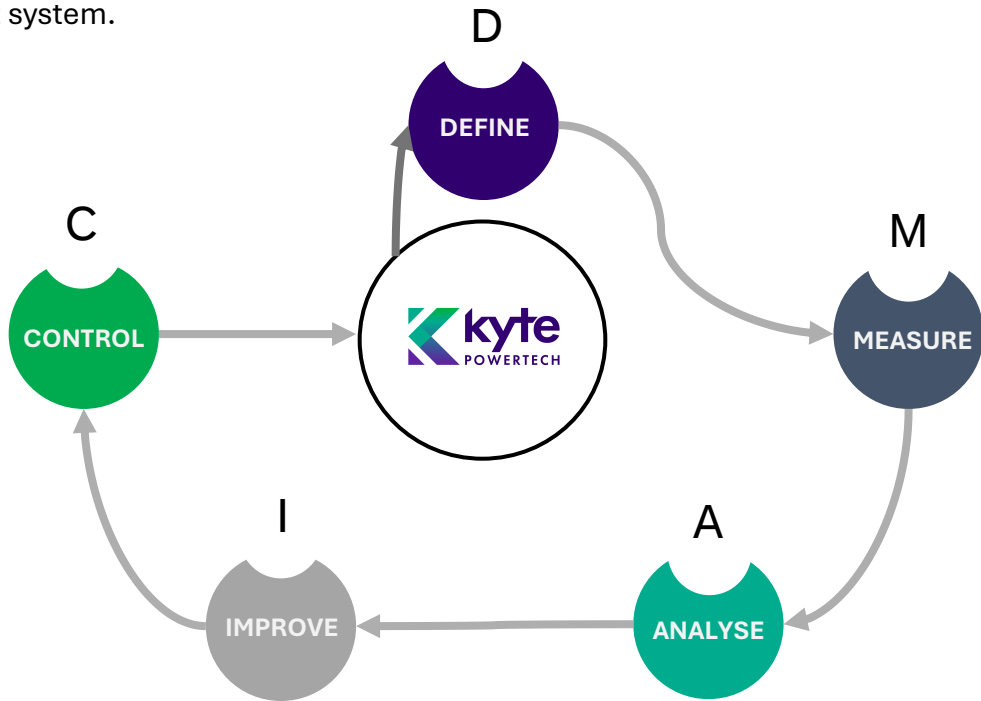
- Measurable reductions in energy use and associated costs.
- A decrease in the company’s carbon footprint and contribution to environmental sustainability.
- Increased awareness and involvement of employees in energy-saving initiatives.
- Achieving ISO 50001 certification validated the company’s effort and commitment to energy management.



# OUR PLANET

## ENERGY MANAGEMENT

The approach used here is the DMAIC principles from Lean Six Sigma to build an efficient system.



### DOCUMENT ENERGY PROFILE

The company systematically compiles detailed records of energy consumption across all facilities, including data on usage patterns, peak demand periods, and specific energy-intensive processes. This comprehensive documentation provides a clear baseline and helps identify areas for potential energy savings.



### MONITOR & MEASURE SIGNIFICANT ENERGY USERS

The company employs advanced energy management systems to continuously monitor and measure the performance of significant energy users, such as HVAC systems, manufacturing equipment, and lighting. This real-time data collection enables the identification of inefficiencies and opportunities for optimization.



Define	Scope and Goals	The team defined the scope of the energy management project and set clear, measurable goals. These goals included reducing energy consumption, lowering costs, and minimizing environmental impact.
	Stakeholder Identification	Key stakeholders, including senior management, department heads, and frontline employees, were identified and engaged to ensure broad support and participation.
Measure	Data Collection	The team gathered baseline data on energy consumption across various departments and processes. This included historical energy usage, utility bills, and equipment performance metrics
	(KPIs)	Energy performance Indicator is specifically chosen for the company’s use case. Kyte Powertech uses kWh/kVA to best represent the energy required to manufacture one unit kVA (transformer)
Analyze	Energy Audits	Detailed energy audits were conducted to identify areas of inefficiency and potential improvements. These audits examined equipment, processes, and operational practices.
	Root Cause Analysis	The team used tools like fishbone diagrams and Pareto charts to identify root causes of energy inefficiencies and prioritize areas for improvement.
Improve	Development of an Energy Management System (EnMS)	Based on the analysis, the team developed an EnMS that follows international standards, such as ISO 50001. This system provided a structured approach to tracking, analysing, and improving energy performance.
	Implementation of Solutions	The team implemented various energy-saving measures, such as upgrading to energy-efficient technologies, optimizing processes, and enhancing operational practices.
	Training and Awareness	Training sessions were conducted to educate employees about energy management practices and their roles in supporting these initiatives.
Control	Monitoring and Target Setting	The team implemented advanced monitoring tools and software to track energy consumption in real-time. This allows for immediate detection of anomalies and inefficiencies.
	Sustainability Measures	Procedures were established to ensure the sustainability of improvements. This included regular audits, performance reviews, and continuous feedback loops to maintain energy efficiency.
	Corrective Actions	Protocols were established for identifying and reporting non-conformances, ensuring that deviations from energy standards were promptly addressed and corrected.



### CAPITAL IMPROVEMENT

Kyte Powertech invests in capital improvements by upgrading to high-efficiency equipment and integrating renewable energy sources. These strategic investments are carefully evaluated for their potential to deliver substantial and long-term energy savings.



### SET GOALS + EVALUATE PROGRESS

The company sets specific, measurable, and time-bound energy efficiency goals, aligned with its overall sustainability objectives. Progress towards these goals is regularly evaluated through ongoing monitoring and periodic audits, ensuring continuous improvement and accountability in energy management.

# OUR PLANET

## ENERGY MANAGEMENT AUDIT

Kyte Powertech is set at achieving and maintaining the highest standards of energy efficiency through rigorous certification processes.

### 1. Internal Energy Audits

Regular internal energy audits are conducted by the dedicated energy management team. These audits involve:

- **Data Collection:** Gathering detailed information on energy usage patterns, equipment efficiency, and operational practices.
- **On-Site Inspections:** Conducting thorough inspections of all facilities to identify areas of energy wastage and potential improvements.
- **Analysis and Reporting:** Analysing the collected data to identify trends, inefficiencies, and opportunities for energy conservation. The findings are compiled into detailed reports with actionable recommendations.

### 2. Implementation of Energy Conservation Measures (ECMs)

Based on the audit findings, identified ECMs are implemented. These measures may include upgrading to energy-efficient equipment and optimizing operational processes. Each measure is carefully evaluated for feasibility and cost-effectiveness.

### 3. Monitoring and Verification

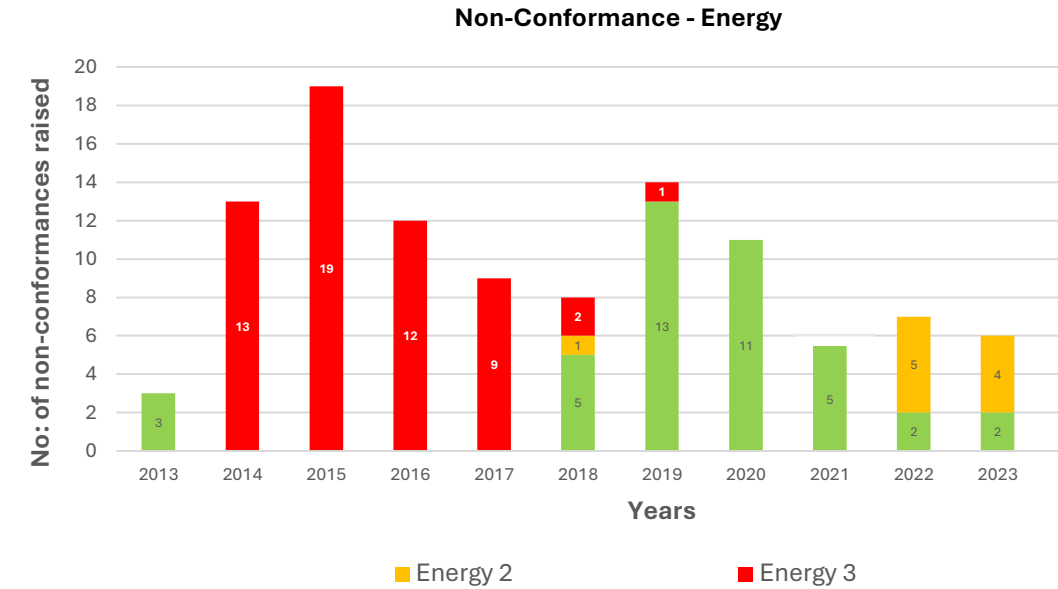
Energy performance is continuously monitored to ensure the effectiveness of implemented measures. Advanced energy management systems are utilized to track real-time energy consumption and identify deviations from expected performance. Regular verification checks are conducted to validate savings and improvements.

### 4. Documentation and Reporting

Comprehensive documentation of all energy-related activities, audits, and improvements is maintained. This includes detailed records of energy usage, audit reports, ECM implementations, and monitoring results. Regular reports are generated to keep stakeholders informed of energy efficiency progress.

### 5. External Certification Audit

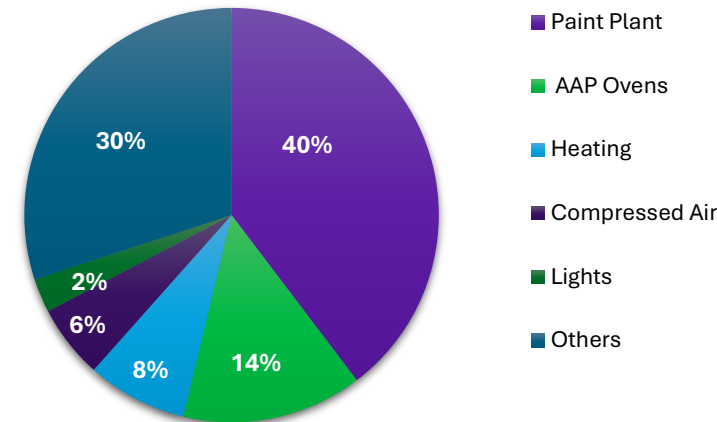
Once confident in energy efficiency improvements, the company invites an accredited third-party auditor to conduct an external certification audit. This independent evaluation ensures that energy management practices meet the required standards for certification.



Energy 1	Minor breach of upper control limit. Can be fixed in timely manner. Quick fixes
Energy 2	Minor breach of upper control limit. Equipment repair is required.
Energy 3	Major breach. Energy management will be impacted over a sustained period. May require capital investment to repair.

Objectives	Target	Explanation	Target Year	Non-conformances Raised
Energy performance reduction	Breach thresholds set for each SEU for monitoring	SEUs - Paint Plant Gas and Electric, Small and Large Ovens and Compressors	2021	• 5 Energy Level 1 NCs
			2022	• 5 Energy Level 2 NCs • 2 Energy Level 1 NCs
			2023	• 4 Energy Level 2 NCs • 2 Energy Level 1 NCs

Kyte Significant Energy Users kWh 2023

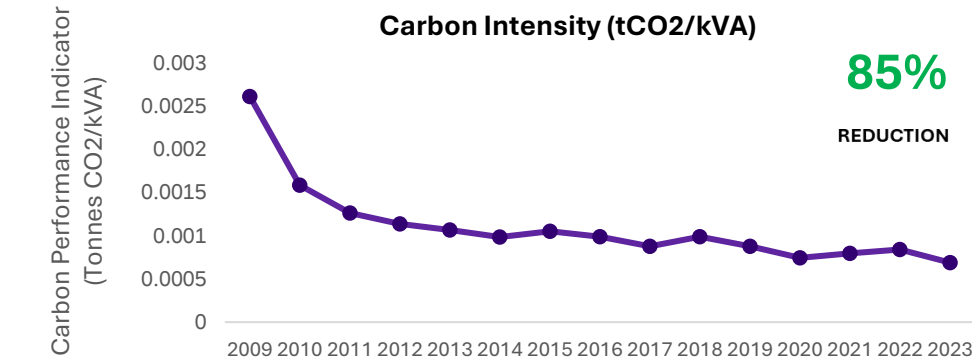
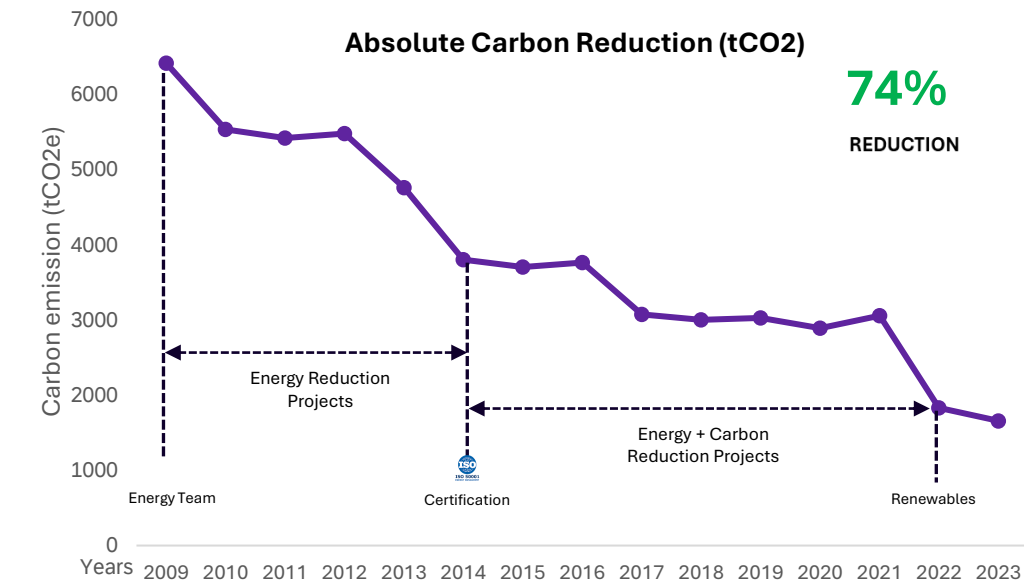
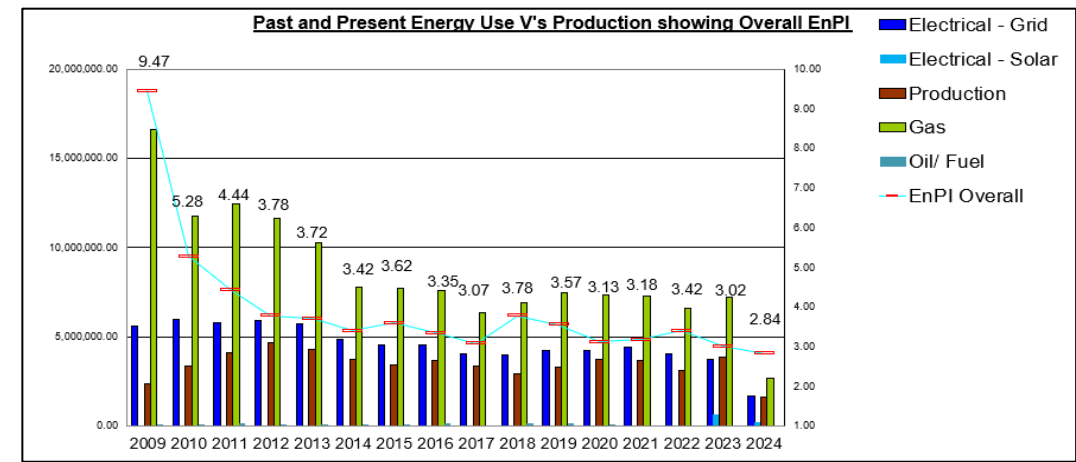


Area	2018	2019	2020	2021	2022	2023
Paint Plant	35%	37%	37%	38%	36%	40%
AAP Ovens	11%	13%	13%	14%	10%	14%
Heating	15%	15%	18%	14%	16%	8%
Compressed Air	5%	5%	5%	5%	5%	6%
Lights	-	-	3%	4%	4%	2%
Others	34%	30%	24%	25%	29%	30%



# OUR PLANET

## ENERGY MANAGEMENT RESULTS/OUTCOMES



Company

History

Our Planet

Our People

Our Business

Our Product

Goals

Roadmap




Objectives	Target	Explanation	Target Year	Progress
Energy Projects	<ul style="list-style-type: none"> <li>Targets for Energy Management</li> </ul>	<ul style="list-style-type: none"> <li>Solar Panels Installation</li> </ul>	2022	<ul style="list-style-type: none"> <li>Completed in 2022 Q2 with annual solar energy production that covers a portion of the electricity demand.</li> <li>2022 – 5% renewables energy generation</li> <li>2023 – 16% renewables energy generation</li> </ul>
		<ul style="list-style-type: none"> <li>Energy saving and capital improvement projects focused on energy efficiency.</li> </ul>	2023	<ul style="list-style-type: none"> <li>48% Absolute energy consumption reduction</li> <li>68% Overall EnPI reduction.</li> </ul>
Carbon Footprint Reduction/Offset	<ul style="list-style-type: none"> <li>Shift to non-fossil fuel solution</li> <li>Carbon Offsets</li> </ul>	The extensive use of liquefied petroleum gas (LPG) in the factory presents significant environmental challenges due to its greenhouse gas emissions and pollutants, contributing to climate change and air pollution. LPG is used for heating, in the paint plant, and the AAP Drying Ovens.	2030	<ul style="list-style-type: none"> <li>The company is currently exploring alternatives such as BioLPG and hydrogen projects to reduce emissions.</li> <li>Kyte Powertech is committed to be carbon Neural by 2045, till then the company constantly looks at reducing its energy consumption (associated carbon emissions) and improving energy efficiency. Kyte Powertech in 2023 achieved Carbon Neutrality across all the mandatory scope emissions by purchasing approved and legitimate carbon offsets.</li> </ul>
Energy Awareness	<ul style="list-style-type: none"> <li>Refresher Training</li> <li>Onsite Awareness Day</li> </ul>	<ul style="list-style-type: none"> <li>Refresher Training of Employees on the floor with the introduction of the new SOPs for all value streams</li> <li>Introduction of new members to the Energy Team for integration of all departments</li> <li>Introduction of an Onsite Energy and Environmental Awareness day.</li> </ul>	Yearly	This training aims to keep employees updated on best practices and enhance operational efficiency. Additionally, Kyte Powertech has introduced new members to the Energy Team, facilitating better integration and collaboration across all departments. This strategic move ensures that energy management practices are consistently applied and improved throughout the organization. To further promote energy and environmental awareness, the company has instituted an Onsite Energy and Environmental Awareness Day. This event serves as a platform for educating employees about sustainable practices, celebrating achievements in energy efficiency, and encouraging proactive participation in the company's environmental initiatives.

# OUR PLANET

## WASTE MANAGEMENT

Kyte Powertech has taken a proactive stance in addressing its environmental impact, in an era where climate change has become a pressing global concern. The company prioritizes waste reduction at the source by optimizing manufacturing processes, enhancing product design to minimize material use, and implementing efficient inventory management systems. Their goal is to prevent waste generation wherever possible.

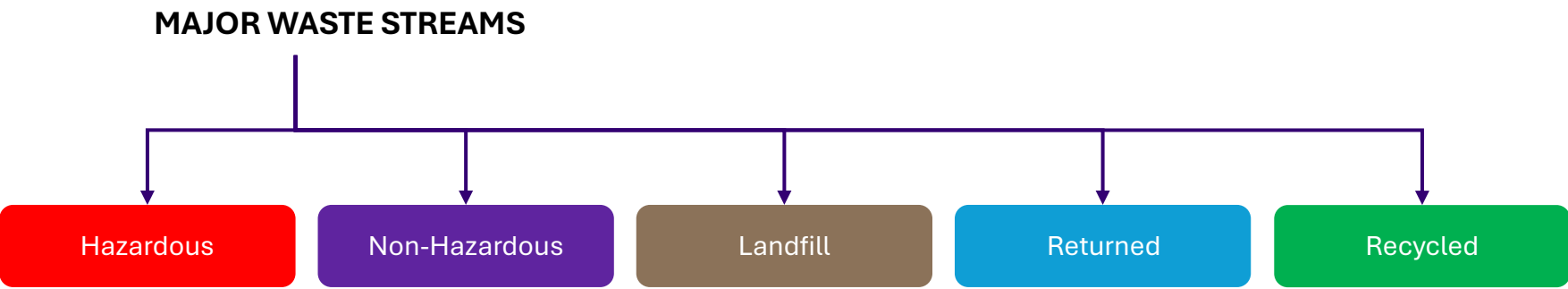
There are two main streams of waste produced at Kyte Powertech – Non-hazardous and Hazardous Waste. Disposal of Hazardous waste is carried out in conjunction with the Quality & Environment Department.

In accordance with Condition 8 of the company’s IPPC licence, records are maintained on transfers of waste off site. Details of wastes produced and sent for disposal/recovery are reported on an annual basis to the EPA in the AER/PRTR.

Details include:

- Quantity of waste recorded in tonnes /year
- For non-hazardous waste; the next destination and recovery / disposal technique of the waste being transferred off-site is recorded
- For hazardous waste; the next destination, final destination and recovery/ disposal technique of the waste being transferred off-site is be recorded.

Type of Waste (in tonnes)	2019	2020	2021	2022	2023
Hazardous	164	159.22	163.01	159.38	138.038
Non-Hazardous	1007.72	1061.47	942.59	954.16	1096.46
Landfill	14.72	22.3	24.42	23.43	18.72
Returned	0	0	0.177	396.3	705.886
Recycled	303.62	64.84	367.08	355.695	307.267



## WASTE MANAGEMENT – CLOSED LOOP SYSTEM

Kyte Powertech is committed to sustainable practices and is proud to be actively involved with REPAK, a leading packaging recovery organization dedicated to promoting recycling and responsible waste management. Through this partnership, Kyte Powertech has made significant strides in creating a closed-loop system that minimizes environmental impact by returning wood and plastic materials back to its suppliers.

### Closed-Loop System and Recycling Initiatives

As part of their zero waste to landfill policy, Kyte Powertech has invested heavily in developing a closed-loop system that ensures wood and plastic materials are reused and recycled. By collaborating with suppliers to return these materials, the company is effectively reducing waste and promoting a more sustainable supply chain. This system not only conserves resources but also significantly decreases the amount of waste that ends up in landfills.

### Achievements and Goals – Landfill

Kyte Powertech has already achieved an impressive 79% reduction in landfill waste, demonstrating their commitment to environmental stewardship. Building on this success, the company has set an ambitious goal to further reduce landfill waste by 95% by 2030. This target reflects their dedication to continuous improvement and innovation in waste management practices.

Environmental Goals	Target Date	Description	KPI
EU Waste Packaging Compliance – REPAK Membership	Yearly	Maintain REPAK Membership	Tonnes of waste returned
Waste review/reduction	2024	Ongoing – new project initiated in 2021 reviewing General waste generation, collection, storage etc in the Plant.	Tonnes of general waste generated
Landfill Waste Reduction	2030	Only powdered paint is disposed of in the landfill, and it has been certified as environmentally friendly. Kyte Powertech is exploring options to reduce this waste by potentially adopting paint powder systems that could decrease the waste by 75-90%. Feasibility studies will be conducted to explore this possibility.	Tonnes of landfill waste generated



# OUR PLANET

## CHEMICAL HANDLING

Kyte Powertech prioritizes the safe and responsible handling of chemicals to ensure the well-being of its employees, protect the environment, and meet regulatory standards.

• **Risk Assessment and Inventory Management:**

Kyte Powertech conducts thorough risk assessments to identify potential hazards associated with each chemical used in manufacturing. They maintain a comprehensive inventory detailing quantities, locations, safety data sheets (SDS), and emergency response procedures for all chemicals.

• **Storage and Segregation:**

Chemicals are stored in designated areas equipped with proper ventilation, security measures, and containment systems to prevent spills and leaks. Strict segregation practices are implemented to avoid incompatible chemicals from coming into contact.

• **Handling and Use:**

Employees undergo rigorous training on safe chemical handling practices, including the use of personal protective equipment (PPE) and adherence to operational protocols. Chemicals are utilized according to manufacturer guidelines and industry best practices to minimize risks during production.

• **Spill Prevention and Emergency Preparedness:**

Kyte Powertech has established robust spill prevention measures, such as secondary containment systems and strategically located spill response kits. Emergency response plans are regularly reviewed, and employees participate in drills to ensure readiness in case of chemical spills or releases.

• **Environmental Protection and Compliance:**

The company is committed to environmental stewardship by implementing measures to reduce emissions and minimize waste generation associated with chemical use. Kyte Powertech complies with all applicable local, national, and international regulations governing chemical handling, storage, transportation, and disposal.

• **Continuous Improvement and Training:**

Kyte Powertech continuously evaluates and enhances its chemical management practices to improve safety, efficiency, and sustainability. Ongoing training programs keep employees informed about updated safety protocols and regulatory requirements.



AREA WISE CHEMICAL USAGE

Area	2021		2022		2023	
E-Coat Bath Treatment	17,839	Kgs	11,693.5	Kgs	14,539	Kgs
	10	Litres	10	Litres	81.5	Litres
Pre-Treatment	1,160	Kgs	349	Kgs	915.5	Kgs
	6,613	Litres	12	Litres	8,026.5	Litres
	0	lbs	19	lbs	15	lbs
Effluent Treatment	6,000	Litres	5,000	Litres	6,000	Litres
Total	18,999	Kgs	12,042.5	Kgs	15,454.5	Kgs
	12,623	Litres	5,022	Litres	14,108	Litres
	0	lbs	19	lbs	15	lbs

## RISK ASSESSMENT PROCESS

- **Identification of the Chemicals:** The first step in the risk assessment process involves the thorough identification of all chemicals utilized in the company's processes.
- **Inventory Management:** Maintaining an up-to-date inventory of all chemicals, including their quantities and locations.
- **Safety Data Sheets (SDS):** Collecting and reviewing Safety Data Sheets for each chemical to understand their properties, hazards, and safety precautions.
- **Hazard Identification:** Once chemicals are identified, the company proceeds with hazard identification.
- **Chemical Classification:** Classifying chemicals based on their physical, health, and environmental hazards in accordance with globally recognized standards such as the Globally Harmonized System of Classification and Labelling of Chemicals (GHS).
- **Exposure Scenarios:** Identifying potential exposure scenarios during normal operations, maintenance, and in case of accidents or emergencies.
- **Risk Evaluation:** In the risk evaluation phase, Kyte Powertech assesses the likelihood and severity of adverse effects from chemical exposures.
- **Exposure Assessment:** Determining the extent, duration, and frequency of exposure to chemicals for employees and the environment.
- **Dose-Response Assessment:** Evaluating the relationship between the extent of exposure and the probability of adverse health effects.
- **Risk Characterization:** Risk characterization combines the information from hazard identification and risk evaluation to provide a comprehensive picture of the risk associated with each chemical:
- **Risk Estimation:** Estimating the risk levels for different exposure scenarios, considering both acute and chronic effects.
- **Uncertainty Analysis:** Assessing uncertainties in the data and methodologies used and identifying the need for additional information or research.

Risk Factor (Risk Characterization)	Probability ( Level 1-5) [P]	Risk Factor = P * S * R
	Severity ( Level 1-5) [S]	
	Relevance (Level 1-5) [R]	

# OUR PLANET

## GHG MANAGEMENT

Kyte Powertech is committed to sustainable practices and reducing its carbon footprint. To achieve this, the company has adopted a comprehensive approach to measuring greenhouse gas (GHG) emissions using the Greenhouse Gas Protocol and ISO 14064 principles. This report outlines the methodologies and procedures employed by Kyte Powertech to quantify Scope 1, 2, and 3 emissions.

### Understanding GHG Protocol and ISO 14064

The Greenhouse Gas Protocol, developed by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), is the most widely used international accounting tool for government and business leaders to understand, quantify, and manage greenhouse gas emissions. ISO 14064 provides an additional set of standards for measuring, quantifying, and reporting greenhouse gas emissions, ensuring accuracy, consistency, and transparency.

### Scope 1 Emissions

Scope 1 emissions are direct emissions from owned or controlled sources. These emissions are a direct result of activities that the company can manage, such as fuel combustion in company-owned vehicles and natural gas used for heating.

### Methodology for Measuring Scope 1 Emissions

- **Identification of Emission Sources:** Kyte Powertech begins by identifying all potential sources of Scope 1 emissions. This includes company-owned vehicles, generators, boilers, and any other equipment that burns fossil fuels.
- **Data Collection:** Data is collected on fuel consumption for each source. This data is typically obtained from fuel purchase records, maintenance logs, and operational records. For example, vehicle fuel usage is recorded through fuel card transactions and odometer readings.
- **Emission Factor Application:** Once fuel consumption data is collected, Kyte Powertech applies appropriate emission factors to convert this data into CO2 equivalent emissions. The emission factors are sourced from reliable databases such as the Intergovernmental Panel on Climate Change (IPCC) guidelines and national inventories.



- **Verification and Reporting:** Kyte Powertech ensures that all data and calculations are verified by an internal team of experts. The results are documented in the company's annual sustainability report, adhering to the transparency and consistency principles of ISO 14064.

### Scope 2 Emissions

Scope 2 emissions are indirect emissions from the generation of purchased electricity, steam, heating, and cooling consumed by the reporting company. These emissions occur at the facility where the electricity is generated, rather than where it is consumed.

### Methodology for Measuring Scope 2 Emissions

- **Identification of Energy Sources:** Kyte Powertech identifies all energy sources purchased and consumed within the organization. This includes electricity, steam, heating, and cooling.
- **Data Collection:** Energy consumption data is collected from utility bills, energy meters, and energy management systems. This data is critical for assessing the volume of energy consumed by the company’s operations.
- **Emission Factor Application:** Kyte Powertech applies region-specific emission factors for electricity, which account for the energy mix of the grid. These factors are typically sourced from government databases or energy providers.
- **Market-based and Location-based Methods:** To provide a more comprehensive view, Kyte Powertech reports both location-based and market-based emissions. The location-based method uses average grid emission factors, while the market-based method uses supplier-specific factors.
- **Verification and Reporting:** As with Scope 1, data and calculations for Scope 2 emissions are verified and documented.

### Scope 3 Emissions

Scope 3 emissions are all indirect emissions not included in Scope 2 that occur in the value chain of the reporting company, including both upstream and downstream emissions. These emissions represent the largest share of the carbon footprint for most organizations.

### Methodology for Measuring Scope 3 Emissions

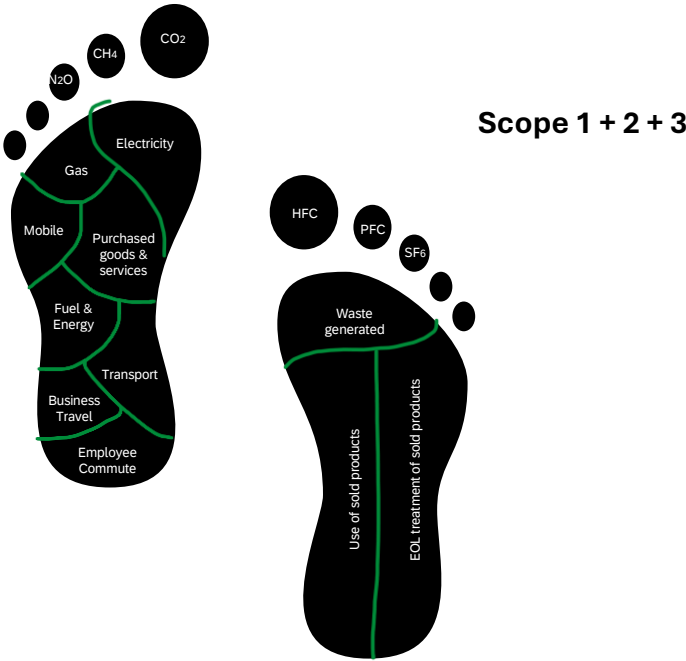
- **Mapping the Value Chain:** Kyte Powertech maps its entire value chain to identify potential sources of Scope 3 emissions. This includes emissions from purchased goods and services, business travel, employee commuting, waste disposal, and product use.
- **Category Prioritization:** Given the broad range of Scope 3 emissions, Kyte Powertech prioritizes categories based on their significance, data availability, and ability to influence reductions. Categories are identified using the GHG Protocol’s 15 Scope 3 categories as a guideline.
- **Data Collection:** Data is collected through surveys, supplier data requests, and industry averages. The company engages with key suppliers and partners to obtain accurate emissions data.
- **Emission Factor Application:** Emission factors for Scope 3 categories are sourced from industry databases, such as DEFRA. These factors vary depending on the specific activity or product.



# OUR PLANET

**Engagement and Collaboration:** Kyte Powertech recognizes that reducing Scope 3 emissions requires collaboration. The company works closely with suppliers and customers to identify reduction opportunities and promote sustainable practices throughout the value chain.

**Verification and Reporting:** Due to the complexity of Scope 3 emissions, Kyte Powertech ensures a robust verification process and transparently reports findings.



RELEVANCE OF SCOPES:

Scopes	Type	Relevance
Scope 1	Stationary Emissions	YES
	Mobile Emissions	YES
	Fugitive Emissions	YES (De minus)
	Process Emissions	NO
Scope 2	Market-based method	YES
	Location-based method	YES

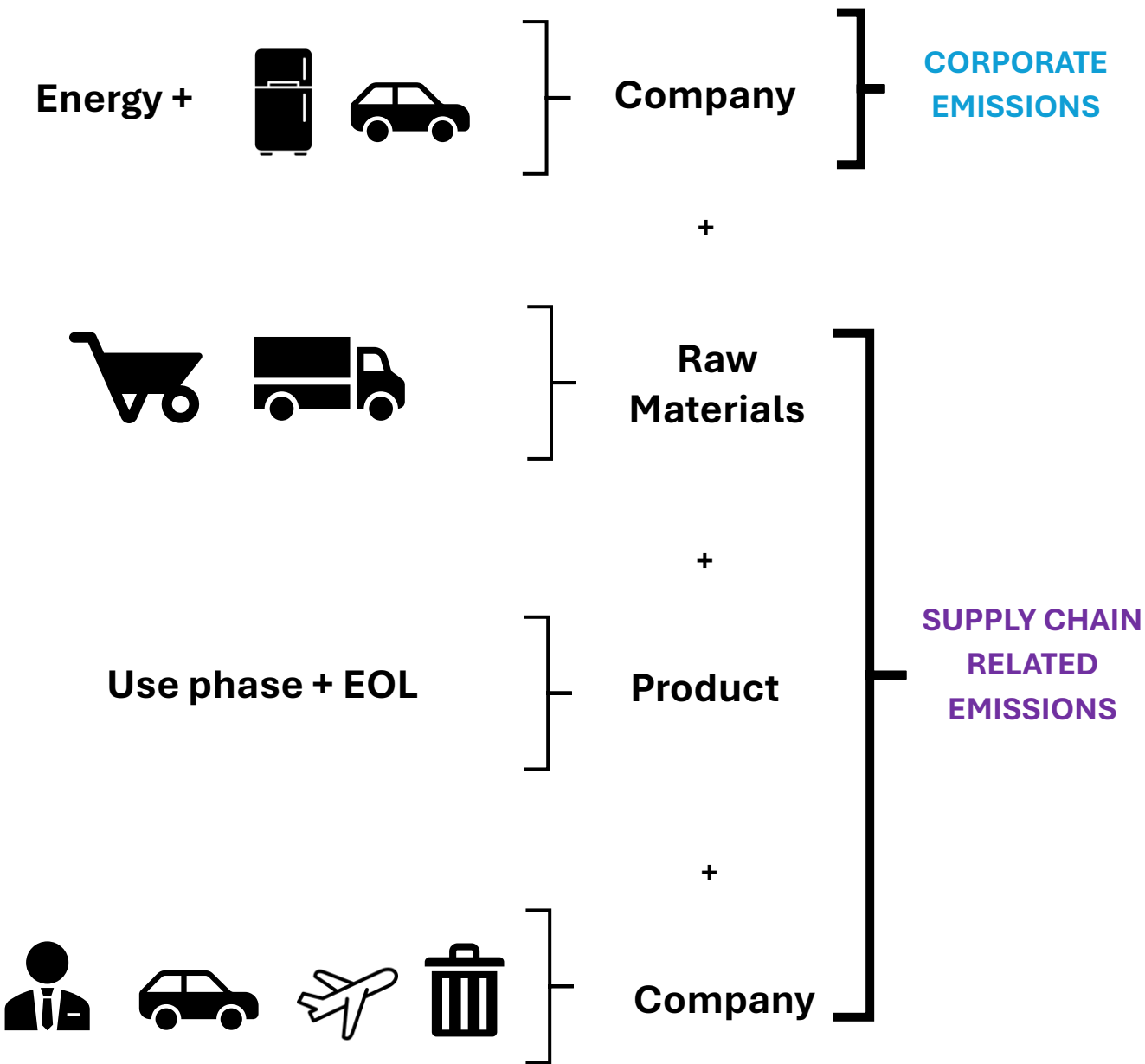


Scope 3	Purchased goods & services	YES
	Capital goods	DEPENDS ON SPEND
	Fuel- and energy-related activities	YES
	Upstream transportation and distribution	YES
	Waste generated in operations	YES
	Business travel	YES
	Employee commuting	YES
	Upstream leased assets	NO
	Downstream transportation & distribution	NO
	Processing of sold products	NO
	Use of sold products	YES
	End-of-life treatment of sold products	YES
	Downstream leased assets	NO
	Franchises	NO
	Investments	NO

Type of Scope	Description of Emission	2022	2023
Scope 1	Stationary Emissions	1416	1551
	Mobile Emissions	11	15
	Total Scope 1 Emissions	1,427	1,566
Scope 2	Total Location based Emissions	1,530	1,421
	Total Market based Emissions	476	0
Scope 3 (Upstream)	Purchased Goods and Services	50,445	57,894
	Fuel and Energy – Not included in Scope 1&2	234	199
	Transmission and Distribution Losses	153	142
	Upstream Transport and Distribution	1371	1,122
	Waste generation in operations	49	51
	Business Travel	31	54
	Employee Commute	506	532
	Total Scope 3 Upstream Emissions (Rounded)	52,788	59,996
Scope 3 (Downstream)	Use of sold products	441,521	532,612.63
	EOL treatment of sold products	255	319
	Total Scope 3 Downstream Emissions (Rounded)	441,776	532,932

# OUR PLANET

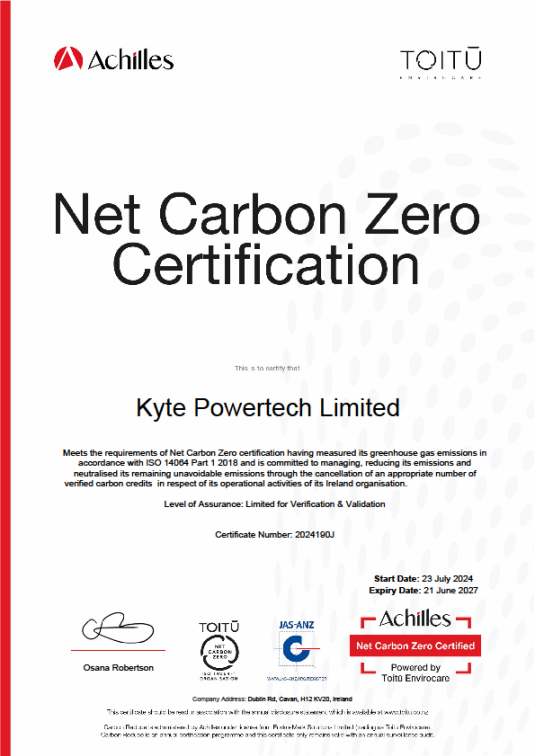
ISO 14064 CERTIFICATION SPECIFIC TARGETS



Target name	Baseline period	Target date	Type of target	Target	KPI	Comments
Renewable energy - solar panels	2019	2022	Absolute	1160 tCO2 saved		The plan is to have solar panels installed onsite and have 30% of energy demand produced using solar panels
Shift to non -fossil fuel solutions for Category 1	2009	2030	Absolute	50% reduction in carbon emissions	1790 tCO2e	The extensive use of liquefied petroleum gas (LPG) in our factory poses a significant environmental challenge. LPG combustion emits greenhouse gases and pollutants, exacerbating climate change and air pollution. It's utilized for heating, in the paint plant, and the AAP Drying Ovens. Other alternatives like BioLPG/Hydrogen projects will be explored to bring down the emissions.
Energy reduction projects	2019	2025	Absolute	Maintain Energy consumption with output demand increase of 25%		Energy reduction projects to detect energy wastage and increase energy efficiency within the factory.
Procurement of recycled core magnetic steel	2022	2025	Absolute	60% stock of magnetic steel to be made from recycled raw materials/have a reduced carbon footprint	tCO2e	Suppliers will be evaluated based on their survey responses, as well as additional criteria such as reliability, quality, pricing, and capacity to meet Kyte Powertech's demand. Suppliers meeting the criteria for recycled content or reduced carbon footprint will be engaged in further discussions to establish partnerships and collaboration agreements. Contractual agreements may be negotiated to formalize commitments, ensure transparency, and monitor progress towards the 60% target over time.
Waste Segregation to reduce general waste	2022	2025	Absolute	50% reduction in greenhouse gas emissions related to waste incineration	tCO2e	Kyte Powertech Limited has set targets to address inadequate waste segregation and its associated environmental impacts. These targets include reducing the amount of recyclable materials ending up in general waste by 30% within the next two years and achieving a 50% reduction in greenhouse gas emissions related to waste incineration by 2030. Invest in appropriate infrastructure and equipment to support waste segregation and recycling efforts. This includes installing additional recycling bins, upgrading waste sorting facilities.
Carbon Neutral Products	2022	2030	Absolute	Carbon Neutral	tCO2e	First step Carbon Certification 2024. Followed by ISO 14067 certification.



# OUR PLANET



“*Kyte Powertech is proud to announce that it has achieved carbon neutrality for its 2023 emissions.*”

## CARBON OFFSETS AND CARBON NEUTRALITY

At Kyte Powertech, we are deeply committed to sustainability and leading the way in environmental responsibility. Recognizing the urgent need to combat climate change, we have undertaken significant initiatives to reduce our carbon footprint and achieve carbon neutrality. This includes a thorough verification of our greenhouse gas (GHG) emissions by an independent third-party and strategic investment in carbon offsets from a Verra-standard project.

### Independent Verification of GHG Emissions

To ensure transparency and accountability in our sustainability efforts, we partnered with a reputable third-party organization to conduct a comprehensive audit of our GHG emissions. This verification process involved a detailed analysis of our entire value chain, including emissions from our operations, supply chain, and products. By engaging experts in the field, we ensured that our emissions data is accurate and reliable, providing us with a clear baseline from which to measure our progress. The verification process not only validated our emissions data but also identified areas where we can further enhance our efficiency and reduce our environmental impact. This meticulous assessment has been instrumental in guiding our carbon management strategies and aligning our goals with industry best practices.

### Strategic Investment in Carbon Offsets

In our commitment to offset our unavoidable emissions, Kyte Powertech has invested in carbon offsets from the 210 MW Musi Hydro Power Plant project in Bengkulu, Indonesia. This project is certified to the Verra standard, which guarantees that it meets the highest international criteria for environmental integrity and sustainable development.

The Musi Hydro Power Plant harnesses renewable hydroelectric power, providing a clean and sustainable energy source that significantly reduces GHG emissions in the region. By investing in this project, we are not only offsetting our carbon footprint but also supporting the transition to renewable energy in Indonesia. This investment contributes to local economic development by creating jobs and enhancing energy security, while also preserving natural resources and reducing dependence on fossil fuels.

### Achieving Carbon Neutrality

Through the combination of third-party verified emissions reductions and strategic carbon offset investments, Kyte Powertech has successfully achieved carbon neutrality. This milestone underscores our commitment to sustainability and reflects our proactive approach to addressing climate change.

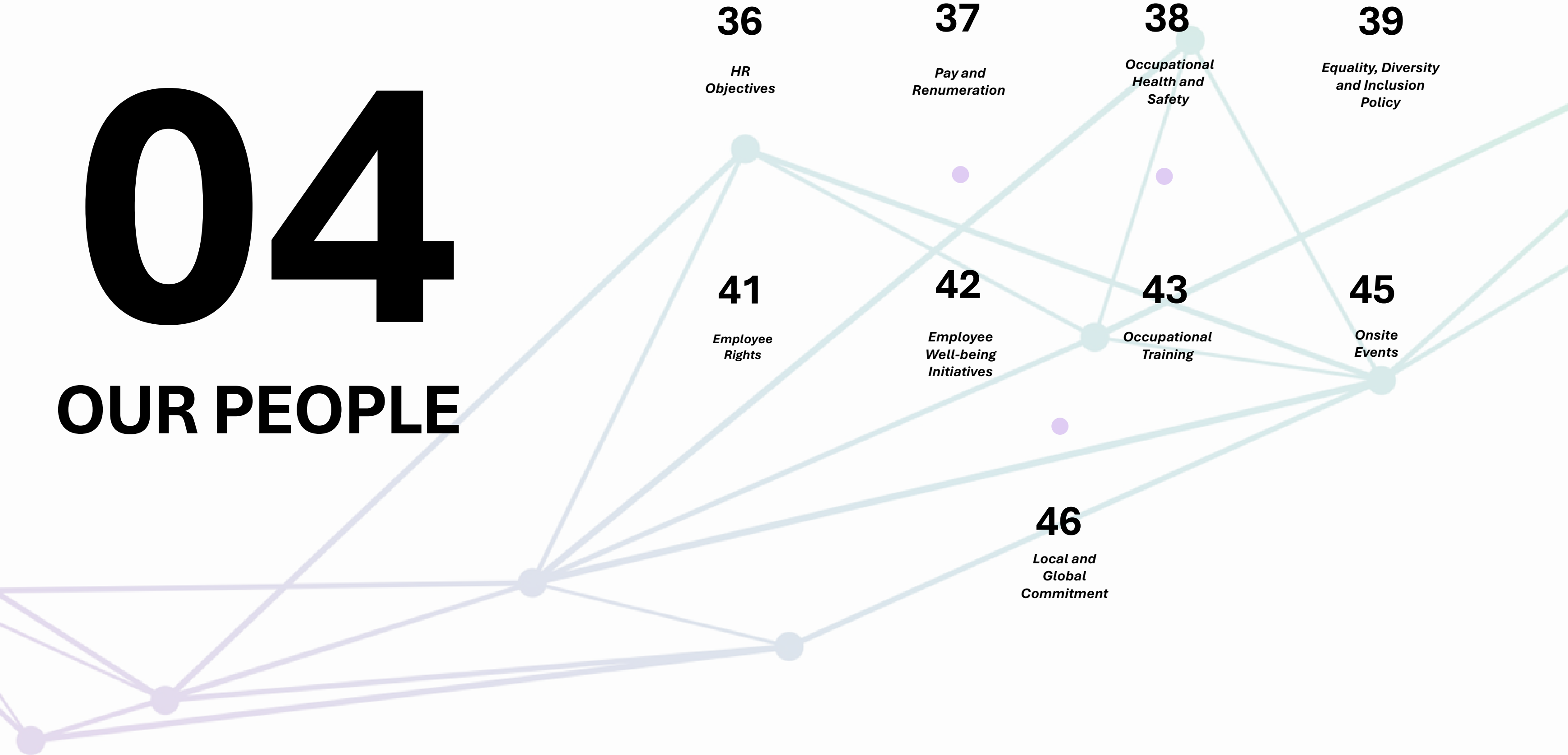
Our journey to carbon neutrality is part of a broader strategy to integrate sustainable practices across all aspects of our business. We continue to explore innovative solutions to further minimize our environmental impact, engage stakeholders in our sustainability initiatives, and set ambitious targets for future reductions.

We are proud of our accomplishments and remain dedicated to leading by example in the fight against climate change. Kyte Powertech will continue to strive for excellence in sustainability, working collaboratively with partners and communities to build a more sustainable and resilient future for all.



# 04

## OUR PEOPLE







# OUR PEOPLE



**Andrea Flanagan**  
HR and H&S Manager

*"By aligning HR strategies with sustainability goals, Kyte Powertech ensures a resilient and ethical approach to business that benefits both employees and the environment."*

## Supporting People and Communities - Social Pillar (S)

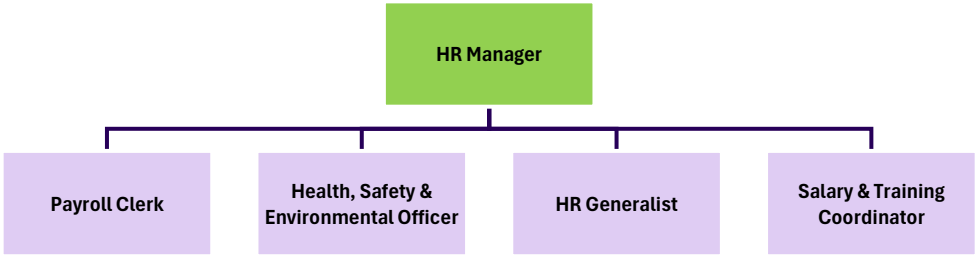
In the operational framework of a company like Kyte Powertech Company, the synergy between HR and sustainability is pivotal and deeply intertwined. HR functions as a cornerstone in embedding sustainability principles across the organization's structure and ethos. Initially, HR assumes a critical role in formulating and executing policies aimed at fostering environmental stewardship and optimizing resource efficiency. This involves initiatives focused on reducing carbon footprints, minimizing waste generation, and enhancing energy efficiency.

Moreover, HR plays a vital role in nurturing a sustainability-focused culture by integrating these principles into the core values and daily practices of the workforce. Through comprehensive training programs and awareness campaigns, HR educates employees on sustainable practices, encouraging them to adopt behaviors that contribute to environmental conservation both within and beyond the workplace. By instilling sustainability as a foundational value, HR cultivates an environmentally aware workforce committed to making informed and responsible decisions. Furthermore, HR collaborates closely with other departments to align sustainability goals with overarching business strategies. This includes integrating sustainability criteria into recruitment processes, performance evaluations, and strategic planning initiatives. By incorporating sustainability considerations into these facets of HR management, the organization ensures that sustainability remains a guiding principle in attracting, developing, and retaining talent who share the company's dedication to environmental responsibility.

Additionally, HR champions social sustainability by advocating for equitable labor practices, fostering diversity and inclusion, and prioritizing employee well-being. These efforts not only enhance the organization's reputation as a socially responsible employer but also bolster employee satisfaction and engagement. In essence, within Kyte Powertech HR's proactive approach to sustainability not only mitigates environmental impacts but also fosters a workplace culture grounded in ethics, social responsibility, and long-term business sustainability. By integrating sustainability seamlessly into HR practices and throughout the organization, companies demonstrate their commitment to building a sustainable future while maintaining competitiveness and resilience in the global marketplace.

At Kyte Powertech, the HR Manager plays a crucial role in aligning the workforce with the company's strategic goals. This involves overseeing the recruitment and onboarding process to ensure the company attracts and retains top talent, managing performance evaluations to help employees grow and achieve their potential, and developing training programs to enhance skills and career progression.

The HR Manager also fosters a positive and inclusive workplace culture, addressing employee concerns and resolving conflicts to maintain high morale and productivity. Additionally, they ensure compliance with labour laws and company policies, administer competitive compensation and benefits packages, and implement initiatives that promote employee well-being and engagement.



HR Organizational Structure

# OUR PEOPLE



Kyte Powertech Company believes in respecting and committing to its human resources through various initiatives and practices that emphasize their importance and ensure they are well-treated. The company offers competitive salaries and comprehensive benefits packages, including health insurance, retirement plans, and additional perks, making employees feel valued and fairly compensated.

Kyte Powertech also invests in continuous learning and professional development, providing training programs, workshops, and clear career progression paths to support personal and professional growth. By fostering a positive and inclusive work environment and implementing engagement initiatives, the company boosts employee morale and productivity. Regular performance evaluations and a strong reward and recognition system ensure employees' efforts are acknowledged and aligned with company goals. Additionally, Kyte Powertech prioritizes employee well-being through wellness programs and maintains a safe workplace by adhering to all relevant labour laws and regulations. These efforts illustrate that Kyte Powertech Company values its human resources by investing in their development, recognizing their contributions, and creating a culture of respect and support.

Kyte Powertech recognises that its clients and staff come from diverse backgrounds, with varying experiences and needs. Kyte is committed to gender equality, diversity and inclusion in our day-to-day working practices. We actively promotes fairness, respect, gender equality, diversity, inclusion and engagement and we are committed positive practices in this regards.

The policy applies to our practices and procedures in relation to (but not limited to): recruitment and selection: compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs and terminations. All decisions made are based on employees’ existing skills, knowledge and attitude required to perform the job effectively and efficiently to the present and anticipated standards required by the company. The Policy applies to all employees and anyone conducting work on behalf of Kyte Powertech Ireland Limited. Kyte Powertech is an equal opportunities employer and is loyal to eradication of unfair and discriminatory practices, be they direct or indirect. Employment decisions are based on merit. Decisions are not influenced or affected by an employee’s race, colour, nationality, religion, sex, marital status, family status, sexual orientation, disability, age or membership of the traveller community. The company fully endorses and promotes a working environment free from discrimination and harassment. The company wishes to promote a diverse workforce and provide a workplace of inclusion where people are valued. Respect for one another and demonstration of this respect from one human being to another in the key to this policy.

Objectives of the Social Pillar – People

Main Topic	Description	KPI
Equality, Diversity and Inclusion Policy	<ul style="list-style-type: none"><li>Ensure that all individuals interacting with Kyte are treated with dignity and respect in the workplace.</li><li>Conduct Equality Impact Assessments on policies, processes, and procedures to guarantee that no direct or indirect discrimination exists within these frameworks.</li></ul>	Employee Diversity Index Gender Diversity Index
Equal Opportunities Policy	<ul style="list-style-type: none"><li>Create an environment where employees can fully contribute and have opportunities to be heard.</li><li>Foster a work environment that promotes inclusion and values each individual.</li><li>Provide gender equality, diversity, and inclusion training to all staff and leaders, covering their responsibilities, relevant legislation, and company policies.</li><li>Ensure all opportunities are accessible, implementing reasonable accommodations as needed.</li></ul>	Promotion Rate by Demographic Group or Annual % of people with ethnicity/race promoted
Employee Training	<ul style="list-style-type: none"><li>Ensure that employees and potential employees have access to career opportunities and equal pay based on personal merit, skills, and business needs.</li><li>Equip the company's leaders with the skills and knowledge to fully integrate fairness, respect, gender equality, diversity, inclusion, and engagement into the organization's culture, strategy, and processes.</li></ul>	Training Compliance Rate
Whistle-blower/ Grievances	<ul style="list-style-type: none"><li>Ensure that all individuals engaging with the company are protected from less favourable treatment or discrimination based on the grounds outlined in this policy.</li></ul>	Percentage of Substantiated Reports
Health & Safety Policy	<ul style="list-style-type: none"><li>Commit to providing a safe and healthy work environment by enforcing strict occupational health and safety standards, aiming for zero fatalities and minimizing workplace hazards.</li></ul>	Zero Fatal Accidents
Anti-Slavery/ Conflict Mineral/ Sustainable Procurement Policy	<ul style="list-style-type: none"><li>Uphold a strong commitment to anti-slavery principles by implementing rigorous measures to prevent forced labour, human trafficking, and exploitation within our operations and supply chain.</li></ul>	<ul style="list-style-type: none"><li>Anti-Slavery Training</li><li>Supplier Conflict Mineral Response Rate</li></ul>





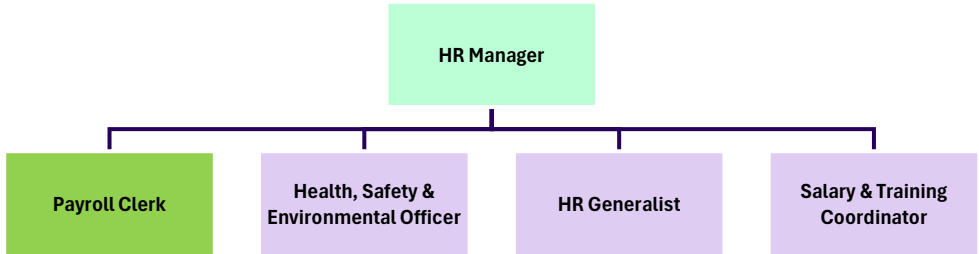
# OUR PEOPLE

## PAY AND RENUMERATION

At Kyte Powertech, the payroll clerk plays a crucial role in ensuring the smooth operation of payroll processes. This involves managing and processing payroll efficiently and accurately. The payroll clerk collects and verifies employee timekeeping information, ensuring adherence to Company Kyte Powertech's policies and regulations. They are responsible for calculating wages, including overtime, bonuses, and commissions, while applying necessary deductions such as taxes, social security, and retirement contributions.

Once all data is gathered, the payroll clerk enters it into the payroll systems, guaranteeing that pay checks or direct deposits are issued on time. Maintaining accurate and up-to-date payroll records is essential, and the payroll clerk updates information related to job status changes, salary adjustments, and personal details as needed. Additionally, they address any payroll-related inquiries from employees, resolving discrepancies to ensure satisfaction and accuracy.

Compliance with federal, state, and local laws is a priority at Kyte Powertech, and the payroll clerk ensures payroll practices align with these regulations. They prepare and submit payroll reports and tax filings, working closely with the HR and finance departments to support audits and provide necessary information. The payroll clerk also stays informed about changes in payroll laws and continually seeks to improve payroll processes. Their role is vital in making sure employees are paid correctly and on time, maintaining compliance, and supporting the financial stability of Kyte Powertech.



The company emphasizes fairness and equity across all organizational levels, recognizing that equitable compensation not only motivates and retains talent but also underscores its commitment to equality. Through regular reviews and adjustments to pay structures to ensure parity and transparency, Kyte Powertech demonstrates its dedication to fostering an inclusive workplace where every employee feels valued and respected for their contributions.

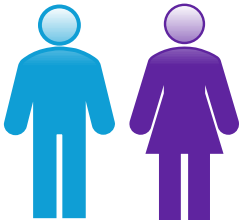
## Promotion Rate by Demographic Group - KPI

Internal Promotions	Unit	2021	2022	2023
Annual total no: of promotions	No:	10	18	16
Annual total no: of internal staff promoted	No:	0	1	4
Annual total no: of women promoted	No:	1	2	2
Annual total no: of people with ethnicity/race promoted	No:	4	8	4
Annual % of internal staff promoted	%	0	0.0555	0.25
Annual % of women promoted	%	0.1	0.1111	0.125
Annual % of people with ethnicity/race promoted	%	0.4	0.4444	0.25

## Gender Pay Gap

Addressing the gender pay gap is paramount for Company Kyte Powertech to ensure equity, cultivate a positive work environment, and enhance overall organizational success. The gender pay gap, defined as the disparity in earnings between men and women, often reflects underlying issues of inequality and discrimination within the workplace.

In 2023, 71% of men and 71% of women received a bonus in Kyte Powertech.



Gender Pay Gap	Unit	2022	2023
Unadjusted Gender Pay Gap	%	1.50%	5.90%

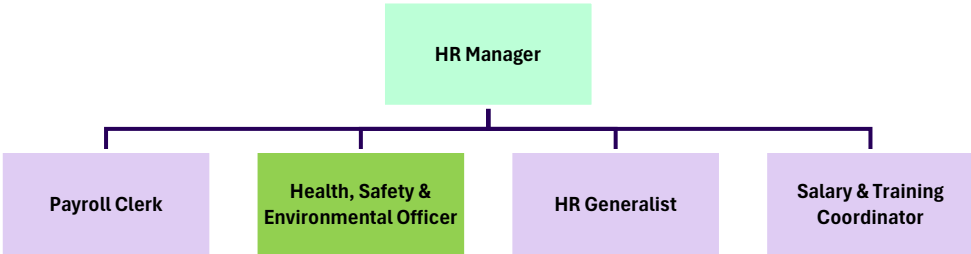
The Kyte Powertech Gender Pay Gap Report is available [here](#)

KPI	Kyte Powertech’s Initiative
Unadjusted Gender Pay Gap	Kyte Powertech is dedicated to fostering gender diversity in manufacturing and engineering by encouraging and supporting female talent through focused development and training. The company is committed to retaining and advancing skilled female employees and addressing the gender imbalance in a sector where fewer women graduate and pursue careers. With over 80% of roles having clear remuneration grades, Kyte Powertech ensures fair compensation for similar roles. In 2023, external benchmarking was conducted to ensure market-equitable compensation. The company remains committed to equality and is prepared to implement further measures to address gender-related issues.

Remuneration	Unit	2022	2023
Pay levels - percentage of staff paid above minimum wage or National Living Wage	%	97%	99%
Pay levels - percentage of stage paid above Real living Wage	%	93%	93%

# OUR PEOPLE

## OCCUPATIONAL HEALTH AND SAFETY - EMPLOYEES



Ensuring health and safety is paramount at Kyte Powertech. The company is deeply committed to fostering a work environment where every employee feels secure and protected, recognizing that their well-being is crucial to its success. To uphold the highest standards, Kyte Powertech has implemented stringent health and safety protocols across all operations.

To maintain the highest standards, Kyte Powertech conducts regular risk assessments and updates safety procedures to address potential hazards. Comprehensive training programs are provided to all employees, ensuring they are well-versed in safety practices and emergency response procedures. This training equips our team members with the knowledge and skills necessary to identify, mitigate, and respond to risks effectively.

Furthermore, Kyte Powertech promotes a culture of safety by encouraging open communication and reporting of any health and safety concerns without fear of reprisal. We believe that every employee plays a vital role in maintaining a safe workplace, and their input is invaluable in our continuous improvement efforts.

By prioritizing health and safety, Kyte Powertech not only safeguards its employees but also enhances overall productivity and morale. Our unwavering commitment to these principles underscores our dedication to creating a workplace where safety and well-being are integral to our daily operations and long-term success.

Fatal Accidents in the calendar year 2023	0
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Health and Safety	Unit	2019	2020	2021	2022	2023
Hours Worked	Hours	708422	712273	775201	770287	848080
Total No: of work-related fatalities	No:	0	0	0	0	0
Total No: of HSE reportable injuries	No:	4	5	8	13	19
Dangerous occurrences	No:	33	31	13	15	4
HSA or equivalent improvement notices	No:	0	0	0	0	0
HSA or equivalent prohibition notices	No:	0	0	0	0	0
HSA or equivalent prosecutions	No:	0	0	0	0	0
Total No: of days lost due to injury or accidents	No:	159	232	417	261	296
Total No: Accidents	No:	32	27	46	70	55
Lost days	No:	159	232	417	261	296
Absenteeism	Rate	4.2	5.9	6.3	4.3	3.8
Near misses	No:	9	11	4	10	17
Incidence of disease related to workers occupation	No:	0	0	1	0	0
Injury Frequency Rate [No: of lost time injury events*1000000/total hours worked]	No:	45.17	37.91	59.34	90.87	64.85
Injury severity rate [Days lost due to injuries *1000000/total hours worked]	No:	224	326	538	339	349
Injury Incidence Rate [(No: of incidents *100)/No: of employees]	No:	9.47	7.48	12.5	18.08	13.78
Percentage of workers with adequate health and safety training	%	100	90	90	100	100
Average hours of health and safety training per employee	Hours	20	10	10	20	20
No: of safety audits performed by management	No:	51	51	51	51	51

## OCCUPATIONAL HEALTH AND SAFETY - CONTRACTORS

Maintaining the health and safety of contractors is a critical priority at Kyte Powertech, reflecting the company's commitment to ensuring a safe working environment for everyone involved in its operations. Recognizing that contractors play an essential role in the company's success, Kyte Powertech has established robust safety protocols and standards specifically tailored for contractors to align with the company's overall safety objectives.

### Contractor Accident Statistics:

- When considering partnerships with contractors, Kyte Powertech prioritizes safety and operational reliability. Understanding accident rates helps companies assess potential risks associated with contractors. Understanding accident rates helps assess potential risks associated with contractors. High rates may indicate safety concerns that could impact project timelines and costs.

### Comprehensive Induction Program:

- Kyte Powertech provides a detailed induction program for contractors, covering health and safety policies, site-specific hazards, and emergency procedures to ensure they are well-informed. Regular spot checks are conducted during work operations to ensure ongoing compliance with safety protocols.

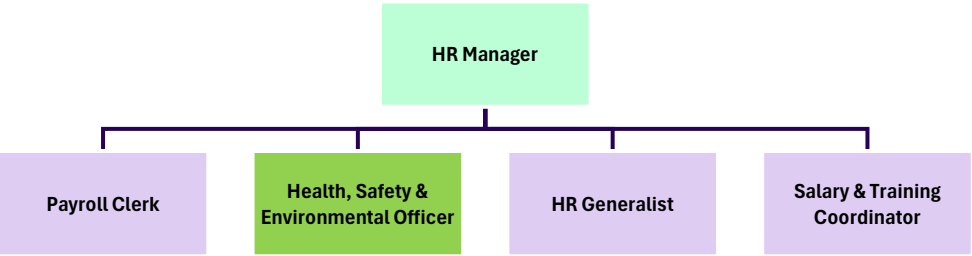
### Safety Performance Monitoring:

- The company closely monitors contractor safety performance, using key metrics to track compliance and identify areas for improvement. In addition to safety metrics, supervision and spot checks are performed throughout the project to ensure contractors adhere to safety standards and respond to any safety concerns in real-time.



# OUR PEOPLE

## OCCUPATIONAL HEALTH AND SAFETY - EMPLOYEES



## AIR QUALITY MONITORING – THRESHOLD LEVEL COMPLIANCE

At **Kyte Powertech**, the health and safety of employees is a top priority and maintaining a safe working environment is fundamental to its operational standards. As part of its comprehensive Occupational Health and Safety (OHS) program, the company actively monitors the air quality on the factory floor to ensure a clean and safe atmosphere for all workers.

To maintain high safety standards, Kyte Powertech commissions a full **Health and Safety Air Monitoring Report** every two years. This assessment is conducted by an independent third-party organization specializing in industrial environmental monitoring. Their expertise ensures an unbiased, thorough evaluation of air quality levels, checking for the presence of hazardous substances, such as dust, fumes, gases, or vapours that could potentially affect employees' well-being.

The results of these reports are used to assess current air quality conditions, and any necessary corrective actions are implemented promptly to ensure compliance with all safety regulations and environmental guidelines. By adhering to this rigorous monitoring schedule, Kyte Powertech continues to protect its workforce and uphold its commitment to a safe and healthy work environment.

## NOISE MONITORING – THRESHOLD LEVEL COMPLIANCE

Kyte Powertech conducts **Noise Monitoring Assessments** every two years through an independent third-party. This ensures factory noise levels meet safety standards, identifying any risks to employee hearing. Corrective actions, including noise reduction measures and protective equipment, are promptly implemented where needed.

\*(One sample taken outside of the mask of an operator in the paint plant area. Potential exposure only if not wearing the air fed mask in the area. Inside the air fed mask the dust level is minimal and only risk exists when the operator is putting on and off their masks)



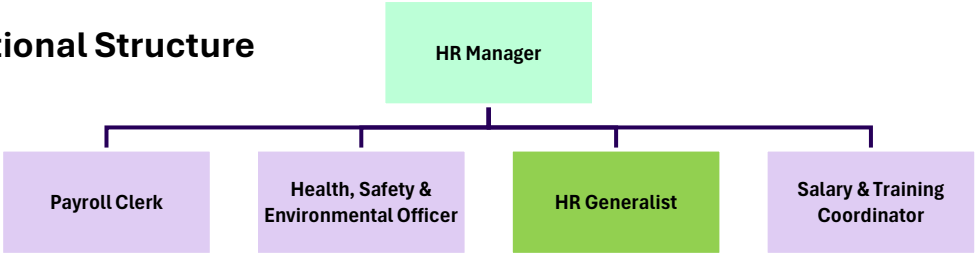
Substance	2022	2023
Total Inhalable Dust	Not Compliant*	100% Compliant
Oil Mist	100% Compliant	100% Compliant
Ozone	100% Compliant	100% Compliant
Carbon Monoxide	100% Compliant	100% Compliant
Kerosene	100% Compliant	100% Compliant
Ammonia LTEL	100% Compliant	100% Compliant
Ammonia STEL	100% Compliant	100% Compliant
Acetylene	100% Compliant	100% Compliant
Resin Acid LTEL	100% Compliant	100% Compliant
Resin Acid STEL	100% Compliant	100% Compliant
Aluminium	100% Compliant	100% Compliant
Copper	100% Compliant	100% Compliant
Iron	100% Compliant	100% Compliant
Zinc	100% Compliant	100% Compliant
Silver	100% Compliant	100% Compliant
Lead	100% Compliant	100% Compliant
Manganese	100% Compliant	100% Compliant
Nickel	100% Compliant	100% Compliant
Chromium	100% Compliant	100% Compliant
Respirable Dust	100% Compliant	100% Compliant
Naphtha	100% Compliant	100% Compliant
Top 10 VOC	100% Compliant	100% Compliant
Antimony	100% Compliant	100% Compliant
Barium	100% Compliant	100% Compliant
Titanium	100% Compliant	100% Compliant
Total Organics as C	100% Compliant	100% Compliant
Total Heavy Metals	100% Compliant	100% Compliant
Hydrogen Chloride	100% Compliant	100% Compliant
Dioxins and Furans	100% Compliant	100% Compliant
Particulate Matter (PM10)	100% Compliant	100% Compliant

# OUR PEOPLE

## EQUALITY, DIVERSITY AND INCLUSION POLICY

Kyte Powertech recognises that its clients and staff come from diverse backgrounds, with varying experiences and needs. Kyte is committed to gender equality, diversity and inclusion in our day-to-day working practices. We actively promotes fairness, respect, gender equality, diversity, inclusion and engagement and we are committed positive practices in this regards.

### HR Organizational Structure



## EQUALITY AND DIVERSITY POLICY

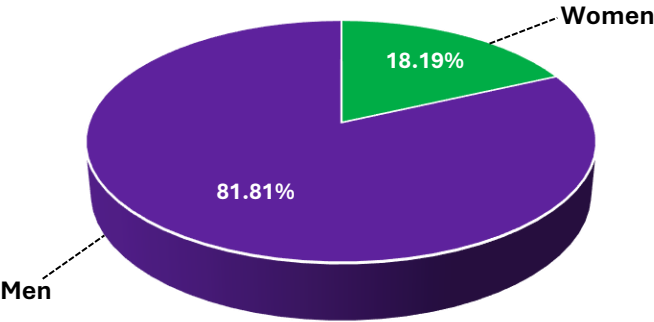
Gender equality is a fundamental commitment at Kyte Powertech, where fostering an inclusive environment that values and empowers individuals of all genders is paramount. Through proactive policies and initiatives, the company ensures equitable opportunities for professional development and advancement, contributing to a diverse and thriving workplace culture.

Description	Unit	2020	2021	2022	2023
No: of employees (based on calendar year)	No:	404.9	427	448.8	470

Employee Gender	Unit	2020	2021	2022	2023
Total No: of Full-time equivalents in current year	No:	404.9	427	448.8	470
No: of male employees	No:	333.4	355.5	360.3	384.5
No: of women employees	No:	71.5	71.5	88.5	85.5
No: of non-binary/unknown or undisclosed	No:	0	0	0	0
Gender Diversity Ratio	Ratio	7.7:1	5:01	4:01	4.5:1
Gender Diversity Ratio	%	17.70	20	24.60	18.19

### EMPLOYEE DIVERSITY INDEX - KPI

#### Men to Women Ratio - 2023



Kyte Powertech, as a global organization, recognizes the significance of cross-cultural influences in its international expansion efforts. As an equal opportunity employer, Kyte Powertech is dedicated to fostering a workplace environment that is free from discrimination, harassment, and bullying, where all employees are treated with dignity and respect. The company values diversity across nations and ethnicities, emphasizing the importance of strong social and interpersonal skills in building effective international relationships. Kyte Powertech ensures that employees and prospective candidates are not subjected to discrimination based on age, disability, gender identity, marital status, pregnancy, race, religion or belief, sex, or any other protected characteristic.

Breakdown of Employees by Age	Unit	2020	2021	2022	2023
Employees under the age of 30	No:	27	48	68	67
Percentage of employees under the age of 30	%	6.67	11.24	15.15	14.25
Employees between 30 and 50	No:	243	244	248	271
Percentage of employees between 30 and 50	%	60.01	57.14	55.25	57.66
Employees over the age of 50	No:	134	135	131	132
Percentage of employees over the age of 50	%	33.09	31.62	29.19	28.08



# OUR PEOPLE

## INCLUSION POLICY

Kyte Powertech recognizes and values the diverse cultural and racial backgrounds of its global workforce. The company is committed to fostering an inclusive workplace where all races are represented, respected, and valued. As an equal opportunity employer, Kyte Powertech ensures that no employee or potential employee faces discrimination or bias based on race. The company's inclusion policy emphasizes the importance of cultural competency and promotes initiatives that celebrate diversity, encourage cross-cultural understanding, and support the professional growth of individuals from all racial backgrounds.

New Employee Hires	Unit	2020	2021	2022	2023
Provide the total no: of new hires (disabilities)	No:	0	0	0	0
Ethnicity/race - White: English, Welsh, Scottish, Northern Irish, Irish, Gypsy or Irish Traveller, Roma, any other White Background	No:	34	51	101	80
Ethnicity/race - Asian or Asian British: India, Pakistani, Bangladeshi, Chinese, any other Asian background	No:	0	1	2	2
Ethnicity/race - Black, Black British, Caribbean or African: Caribbean, African, Any other Black, Black British or Caribbean Background	No:	0	0	2	2
Ethnicity/race - Mixed or multiple ethnic groups: White and Black Caribbean, White and Black African, White and Asian, Any other Mixed or multiple ethnic backgrounds	No:	0	0	0	0
Ethnicity/race - Another ethnic group: Arab, any other ethnic group	No:	0	0	0	0
*Organic: Provide the total organic net new hires	No:	27	22	44	29
**New Hires total	No:	34	52	103	83

New Employee Hires	Unit	2020	2021	2022	2023
Provide the total no: of new hires	No:	34	52	103	83
Provide the total no: of new hires (female)	No:	3	7	20	13
Provide the total no: of new hires (apprentices)	No:	1	45	1	1



Kyte Powertech is dedicated to creating a harmonious and inclusive work environment where every individual can thrive and contribute to the company's success.



Breakdown of employees by ethnicity	Unit	2020	2021	2022	2023
White: English, Welsh, Scottish, Northern Irish, Irish, Gypsy or Irish Traveller, Roma, any other White Background	No:	400.9	423	442.8	463
Percentage	%	99	99.06	98.5	98.51
Asian or Asian British: India, Pakistani, Bangladeshi, Chinese, any other Asian background	No:	2	2	4	5
Percentage	%	0.50	0.47	1.0	1.06
Black, Black British, Caribbean or African: Caribbean, African, Any other Black, Black British or Caribbean Background	No:	2	2	2.0	3
Percentage	%	0.50	2.80	0.5	0.64
Mixed or multiple ethnic groups: White and Black Caribbean, White and Black African, White and Asian, Any other Mixed or multiple ethnic backgrounds	No:	0	0	0	0
Percentage	%	0	0	0	0
Another ethnic group: Arab, any other ethnic group	No:	0	0	0	0
Percentage	%	0	0	0	0
Ethnicity/Race Diversity Ratio	%	1	2.20	1.50	1.60

Apprentices, disabled people and returning mothers	Unit	2020	2021	2022	2023
No: of apprentices recruited	No:	1	0	1	1
Apprentice retention rate	Rate				
No: of interns offered placements	No:	1	4	9	5
No: of disabled people recruited in a reporting year	No:	0	0	0	0
No: of employees with disabilities in the workforce	No:	1	1	1	1
Percentage of employees with disabilities in the workforce	%	0.25	0.25	0.25	0.25
No: of returning to work mothers recruited in the reporting year	No:	0	0	1	1
Percentage of returning to work mothers recruited in the reporting year	%	0	0	0.97	1.20



# OUR PEOPLE

## EMPLOYEE RIGHTS

Kyte Powertech is dedicated to upholding the highest standards of social and corporate responsibility, which encompass key areas such as the social welfare of our employees, suppliers, and stakeholders, environmental responsibilities, and corporate governance codes for fair and ethical business practices. Our Human Rights Policy reflects the principles set forth by the UN Universal Declaration of Human Rights and the OECD Directorate for Employment, Labour and Social Affairs. At Kyte Powertech, we are committed to providing a respectful, challenging, and meaningful work environment for all employees, and we evaluate our suppliers' and stakeholders' compliance with human rights.

Our company policies prioritize the following:

- Adherence to local and international labour laws
- Elimination of unethical child labour
- Legal limits on working hours
- Providing living wages in accordance with the Irish Minimum Wage Policy
- Comprehensive leave policies
- A harassment-free workplace
- Ensuring the health and well-being of our employees

## ANTI-SLAVERY POLICY

Kyte Powertech strives to maintain the highest ethical standards in all dealings within the organization and supply chain, consistently working to identify and address areas for improvement. We are particularly committed to eradicating modern slavery and human trafficking in all aspects of our business and supply chain.

Under this policy, employees are entitled to:

- Report any unfair, forced, or bonded labour practices occurring on company premises
- Enjoy a fair workplace environment where no discrimination or unfavourable treatment is directed towards non-nationals
- Work overtime in compliance with national working hours legislation without fear of penalty, dismissal, or being reported to authorities
- Receive regular and direct payment of wages in accordance with national wage laws
- Terminate their employment at any time without the obligation 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

## WORK LIFE BALANCE

Kyte Powertech strongly believes in promoting work-life balance, encouraging employees to maintain equilibrium between their professional and personal lives. We recognize that a well-balanced work environment leads to increased productivity and professionalism in the long term. To support this, we have implemented special measures to ensure a healthy and safe workplace.

## JOB SHARING POLICY

Job-sharing is a working arrangement where two people equally share the duties and responsibilities of a single full-time position. Each person works half of the normal hours associated with the full-time job and receives a pro-rata salary and benefits. This arrangement requires more cooperation, coordination, contact, and communication between job sharers and management. The scheme is designed to benefit individuals with childcare and domestic responsibilities

The scheme would require:

Type 1	Type 2
2.5 consecutive days per week	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.

Type of Leave	Description
Maternity Leave/Adoptive 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.



# OUR PEOPLE

## EMPLOYEE WELL-BEING INITIATIVES

Kyte Powertech firmly believes that its greatest strength lies in its people. As an organization committed to innovation and excellence, Kyte Powertech understands that the well-being of its employees is critical to sustaining a thriving and productive workplace. Recognizing that mental health is an essential component of overall wellness, the company has made it a top priority to foster an environment where mental well-being is valued, supported, and actively promoted.

Kyte Powertech has established a comprehensive mental health program designed to address the diverse needs of its workforce. This program includes access to confidential counselling services, both on-site and virtual, ensuring that employees have professional support whenever they need it. Understanding that mental health challenges can vary widely, Kyte Powertech offers a variety of resources, from one-on-one therapy sessions to group workshops and mental health awareness campaigns.

At Kyte Powertech, creating a supportive and inclusive environment is key to promoting mental well-being. In addition to focusing on mental health, Kyte Powertech promotes holistic wellness by encouraging healthy lifestyle choices. The company provides employees with discounts for local gyms and fitness centres, making physical activity more accessible. Moreover, Kyte Powertech promotes healthy eating by offering access to wholesome food options at work. These initiatives support the physical well-being of employees, recognizing that physical health is closely linked to mental wellness.

Kyte Powertech encourages open dialogue about mental health. The company actively works to destigmatize mental health issues by promoting a culture where employees feel safe discussing their mental health needs. Regular training sessions are conducted for managers and leaders, equipping them with the tools and knowledge to recognize signs of mental distress and provide appropriate support. Additionally, Kyte Powertech encourages open dialogue about mental health. The company actively works to destigmatize mental health issues by promoting a culture where employees feel safe discussing their mental health needs. Regular training sessions are conducted for managers and leaders, equipping them with the tools and knowledge to recognize signs of mental distress and provide appropriate support.

Kyte Powertech is committed to continuous education and awareness around mental health. The company hosts regular workshops, webinars, and seminars led by mental health professionals, covering topics such as stress management, mindfulness, and



resilience. These sessions are designed not only to provide practical tools but also to build a deeper understanding of mental health issues across the organization. Moreover, Kyte Powertech collaborates with leading mental health organizations to stay updated on the latest research and best practices. This ensures that the company's mental health initiatives are grounded in the most current and effective strategies, allowing Kyte Powertech to offer its employees the highest standard of care. The leadership at Kyte Powertech is deeply committed to the mental health of its employees. Senior leaders regularly communicate the importance of mental well-being and lead by example in practicing self-care and encouraging their teams to do the same. This top-down approach ensures that mental health remains a visible and integral part of the company's culture.

Kyte Powertech's leaders are also involved in the continuous evaluation and improvement of the company's mental health programs. By gathering feedback from employees and consulting with mental health experts, Kyte Powertech ensures that its initiatives are responsive to the evolving needs of its workforce. At Kyte Powertech, mental health is not just a component of employee well-being; it is a fundamental part of the company's mission to create a positive, productive, and resilient workplace. The company understands that when employees are mentally healthy, they are more engaged, creative, and capable of delivering their best work.

## MINDFUL OCTOBER: EMBRACING MENTAL WELLNESS

Kyte Powertech collaborated with Mental Health Ireland to organize a session titled "**Mindful October: Embracing Mental Wellness**" for its employees. As part of Kyte Powertech's commitment to promoting mental health in the workplace, this session provided practical mindfulness techniques, strategies for managing stress, and ways to build emotional resilience. Through the expertise of Mental Health Ireland, employees were given valuable tools to enhance their well-being both professionally and personally.



The aim of the webinar is to provide participants with:

- A brief introduction to the concepts of mental health and wellbeing.
- An improved understanding of how they can look after their wellbeing.
- An understanding of how to incorporate the 'Five Way to Wellbeing' as a healthy coping strategy into their lives.

## BIKE TO WORK SCHEME

Kyte Powertech remains dedicated to supporting the health and well-being of its employees through the continued success of our Bike to Work Scheme. This long-standing initiative encourages employees to choose a healthier and more environmentally friendly mode of transportation by offering them the opportunity to purchase bicycles and essential safety equipment with significant tax savings.

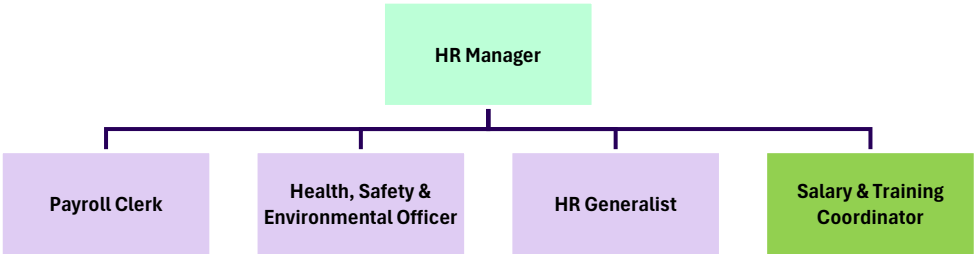


The scheme allows employees to spread the cost of a new bike and equipment over a period of up to 12 months, with deductions made from their gross salary, resulting in notable tax benefits. This not only makes cycling to work more affordable but also promotes physical activity and contributes to reducing our collective carbon footprint.

Kyte Powertech values the positive impact the Bike to Work Scheme has had over the years, both on our employees' well-being and on our commitment to environmental sustainability. We continue to support and encourage participation in this initiative, reinforcing our dedication to fostering a healthier, greener workplace.



# OUR PEOPLE



HR Organizational Structure

### OCCUPATIONAL TRAINING

Employee training is vital for our company for several reasons. Firstly, it ensures that our workforce possesses the necessary skills and knowledge to excel in their roles. By providing comprehensive training, we equip our employees with the tools they need to adapt to evolving industry standards and technological advancements. Moreover, investing in employee training demonstrates our commitment to their professional growth and development, fostering a culture of continuous learning and improvement. Additionally, well-trained employees contribute to a safer work environment, reducing the likelihood of accidents and injuries.

### OCCUPATIONAL TRAINING - KPI

Type	Baseline	Target Year	Target
Training Compliance Rate	2019	2025	100%

### OCCUPATIONAL TRAINING - PROGRESS

Year	Training Compliance Percentage
2019	33%
2023	95%



Training and Development	Unit	2022	2023
Total no: of staff trained for the financial year	No:	230	298
Total hours of internal training delivered	Hours	18254	19246
Total hours of external training	Hours	7050	10546
Training New Employees	No:	84	83
Training Existing Employees	No:	146	215

Type of Training - 2023	Blue Collar	White Collar
Compliance Training	528.87	20
Compliance Training – Forklift	26	4
Language Training	31	4
Cross Department Training	45	0
Emergency response training	12	6
Professional Training	2	112
Test Training	16	0

### OCCUPATIONAL CYBERSECURITY TRAINING (calendar year – 2023)

Kyte Powertech is committed to safeguarding its digital infrastructure and sensitive data by implementing comprehensive cybersecurity training programs for all employees. Recognizing the critical importance of cybersecurity in today's digital landscape, the company invests heavily in education to ensure that every team member is well-equipped to recognize, prevent, and respond to potential threats. This proactive approach fosters a culture of vigilance and continuous learning, enabling Kyte Powertech to effectively protect its assets and maintain the trust of its customers.

Type of Training	No: of employees	Comments
Data Security and Protection	301	Training received on topics such as Cloud Security, Data Loss, File Sharing, Information and Data, Secure Password and Authentication and so on.
Device Security and Management	271	Training received on topics such as Home Security, Mobile Device Security, Secure VPN Use, Working Remotely and so on.
Emerging and Specialized Areas	116	Training received on topics such as Dark Web, IOT and Using Social Media Safely
Network and Communication Security	106	Training received on topics such as Public Wi-Fi, Videoconferencing Security and Using Third Party Services
Online Transactions and Financial Security	37	Training received on topics such as Online Payments
Physical and Environmental Security	72	Training received on topics such as Clear Desk Policy and Physical Security.
Threats and Attacks	389	Training received on topics such as Denial of Service Attacks (DoS); Malware, Phishing, Smishing , Vishing, Ransomware and so on.





# OUR PEOPLE

## WHISTLEBLOWER AND GREVIANCES POLICY

Emphasizing the resolution of employee grievances is crucial within the company, as it ensures a supportive and thriving workplace culture. The company recognizes that addressing concerns promptly is essential for maintaining high morale and operational efficiency. By fostering transparent communication channels and implementing a robust grievance resolution framework, the company demonstrates its commitment to nurturing its team's well-being and professional growth. The goal is to create an inclusive environment where every employee's voice is valued, respected, and promptly addressed.

## STAFF RETENTION

Employee retention is crucial to the ongoing success and innovation at Kyte Powertech. We recognize that retaining our talented team members is essential for maintaining continuity, nurturing a positive workplace culture, and reaching our long-term objectives. By providing competitive benefits, opportunities for career growth, and a supportive work environment, we ensure our employees feel valued and motivated to advance with us. At Kyte Powertech, we are committed to creating an environment where employees can flourish, acknowledging that their dedication and expertise are fundamental to our company’s excellence and progress.



## ANTI-BRIBERY AND ANTI-SLAVERY TRAINING

Addressing anti-slavery and anti-bribery measures is a fundamental commitment at Kyte Powertech. The company prioritizes ethical integrity and compliance with stringent anti-slavery and anti-bribery regulations to uphold moral standards and legal responsibilities. At Kyte Powertech, we are dedicated to maintaining the highest ethical standards and contributing positively to society through responsible business practices.

## Percentage of Substantiated Reports - KPI

Grievance	Unit	2021	2022	2023
Total no: of staff grievances in the year	No:	9	13	15

KPI	Kyte Powertech’s Initiative
Percentage of Substantiated Reports	For Kyte Powertech, the percentage of substantiated reports is a critical KPI, reflecting the effectiveness and credibility of its reporting and investigation processes. To improve this KPI, Kyte Powertech will enhance the accessibility and anonymity of its reporting mechanisms, ensuring employees feel safe and encouraged to report issues. The company will standardize and strengthen its investigation processes through thorough training for investigators and employing advanced tracking technologies. Transparency and feedback loops will be established to keep reporters informed about the status and outcomes of their reports. Additionally, Kyte Powertech will foster a positive reporting culture by recognizing and rewarding honest reporting and encouraging employees to view reporting as a contribution to the company’s integrity. Regular data analysis and trend identification will be conducted to inform policy revisions and root cause analyses, ensuring continuous improvement. Quarterly reviews and employee surveys will be used to monitor progress, and benchmarking against industry standards will help set realistic improvement targets. Through these actions, Kyte Powertech aims to build trust, enhance compliance, and maintain high operational standards.

## Average Retention Rate - KPI

Staff Retention	Unit	2021	2022	2023
Average employee tenure (no: of years)	No:	11.94	10.76	10.51
No: of employees with one year or more service	No:	424	436	468
Percentage of employees with one year or more service	%	87.6	79.85	84.63

KPI	Kyte Powertech’s Initiative
Average Retention Rate	The average retention rate directly influences Kyte Powertech’s stability, productivity, and overall performance. A high retention rate indicates employee satisfaction, loyalty, and a healthy work environment, all of which contribute to reduced recruiting and training costs, continuity in operations, and a stronger company culture. To improve this KPI, Kyte Powertech will focus on several strategic initiatives. Firstly, the company will conduct comprehensive exit interviews to identify reasons for turnover and address underlying issues such as career development opportunities, compensation packages, and workplace satisfaction. Secondly, Kyte Powertech will implement programs to enhance employee engagement and satisfaction, including professional development opportunities, mentorship programs, and recognition initiatives. Thirdly, the company will prioritize effective leadership and management practices, ensuring that managers are trained in employee retention strategies and equipped to support their teams. Finally, Kyte Powertech will regularly monitor and benchmark its retention rate against industry standards, utilizing feedback and data analytics to continuously refine and improve retention strategies. By proactively addressing retention factors and fostering a positive work environment, Kyte Powertech aims to increase employee loyalty, productivity, and overall organizational success.

## Anti-Bribery and Slavery Training - KPI

Row Labels	Blue Collar
Anti-Bribery	21
Anti-Slavery	4



# OUR PEOPLE

2023

ISO TRAINING



DARKNESS INTO LIGHT



ICE CREAM DAY



SEP

FAMILY DAY



OCT

HALLOWEEN CARVINGS



NOV

APR

EASTER COLOURING COMPETITION



MAY

JUN

BAKE SALE DAY



JUL

SUSTAINABILITY DAY



DEC

CHRISTMAS JUMPER



CHRISTMAS MOVIE DAY





# OUR PEOPLE

## COMMITMENT TO GLOBAL AND LOCAL CAUSES IN 2023

In 2023, Kyte Powertech reaffirmed its commitment to social responsibility by actively raising funds for several critical causes, including Breast Cancer Ireland, the Irish Cancer Society, the Irish Hospice Foundation, and the Turkish/Syrian Earthquake disaster relief. Through a series of targeted initiatives, Kyte Powertech leveraged its resources and community connections to make a meaningful impact.



€1500



€600



€2850



€8000

EVERY SMALL ACTION  
MATTERS



# 05

## OUR BUSINESS

49

*Business Policies*

52

*SASB Compliance*

54

*Financial Statements*

58

*Industry Engagement*

59

*Partnership with the community*

60

*TY Sustainability Program*

61

*Sports Sponsorships*

62

*Business Collaborations*

63

*Recognitions and Awards*



# OUR BUSINESS



As CFO Kyte Powertech, I am deeply committed to embedding sustainability into our governance framework. My role involves ensuring that our financial strategies align with our sustainability goals, which are integral to our long-term success. We are dedicated to integrating environmental, social, and governance (ESG) factors into our financial planning and risk management processes.

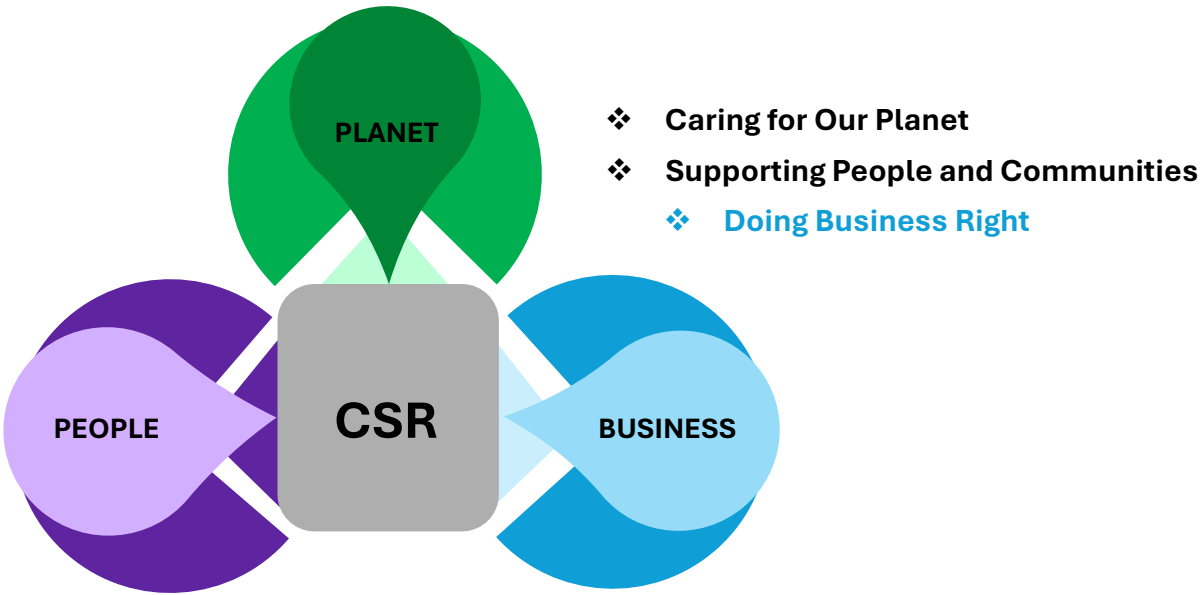
This commitment is reflected in our strategic investments in energy-efficient technologies and our rigorous approach to compliance and ethical practices. By incorporating ESG considerations into our financial decisions, we not only mitigate risks but also create value for our stakeholders.

As I often say,

*‘Sustainability isn’t just an addition to our financial strategy; it’s a fundamental part of it. Our goal is to ensure that every financial decision we make drives long-term value while upholding the highest standards of governance.’*

Noel Culbert  
Chief Financial Officer.

## Doing Business Right - Governance



Ethical conduct and strong governance are core principles at Kyte Powertech. Within the governance pillar, we emphasize transparency, accountability, and ethical business practices. This includes compliance with laws and regulations, maintaining integrity in financial reporting, and upholding robust corporate governance standards.

Through our commitment to good governance, we ensure fair treatment of stakeholders, build trust with investors and customers, and uphold our reputation as a responsible corporate entity.

The Board of Directors convenes monthly to review and endorse management policies for Kyte Powertech. Their focus is on establishing objectives, identifying key economic drivers, and implementing procedures for process excellence in compliance with both national and international laws and regulations. The Board oversees the performance of top executives, ensuring alignment with strategic goals, and monitors progress toward enhancing business value while promoting the sustainable interests of stakeholders.



# OUR BUSINESS



## 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.

## 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.





# OUR BUSINESS

## 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.

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.

## CONFLICT OF INTEREST

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.

## 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.



# OUR BUSINESS

## 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.

## BREACH OF CODE

This policy should be followed in letter and spirit. The breach of the Code is viewed seriously. All suspected breaches of Code will be investigated and during 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. Some of the breaches of the Code could also result in civil or criminal proceedings.

## INTELLECTUAL PROPERTY RIGHTS

All employees must ensure that proper procedure is followed for protection of the Company's IPR, so that its rights related thereto, are not diluted in any way. This obligation also extends to non-infringement of IPR which belongs to other Organisations. Employees may sometimes, on behalf of Kyte, develop ideas, processes and technology. This intellectual property belongs to Kyte and not to the employee. IPRs can include patents, trademarks, copyrights, propriety information, know-how, trade names, brand names, advertising slogans, designs, logos, etc. An employee is required to respect the value of Kyte's Intellectual Property, and its rights related thereto.

## REPORTING

All employees must ensure that proper procedure is followed for protection of the Company's IPR, so that its rights related thereto, are not diluted in any way. This obligation also extends to non-infringement of IPR which belongs to other Organisations. Employees may sometimes, on behalf of Kyte, develop ideas, processes and technology. This intellectual property belongs to Kyte and not to the employee. IPRs can include patents, trademarks, copyrights, propriety information, know-how, trade names, brand names, advertising slogans, designs, logos, etc. An employee is required to respect the value of Kyte's Intellectual Property, and its rights related thereto.





# OUR BUSINESS

## SASB (SUSTAINABILITY ACCOUNTING STANDARDS BOARD) COMPLIANCE

### About this standard

SASB is an independent non-profit organization that sets standards to guide companies’ disclosure to their investors of financially material sustainability information.

The SASB reporting standards are sector specific, covering environmental, social and governance (“ESG”) reporting criteria for 77 different industries. Each SASB standard defines a minimum set of ESG-related topics that are reasonably likely to affect a company’s long-term performance based on the industry in which it operates.

### Industry Specific

Electrical and electronic equipment industry entities develop and manufacture a broad range of electric components including power generation equipment, energy transformers, electric motors, switchboards, automation equipment, heating and cooling equipment, lighting and transmission cables. These include non-structural commercial and residential building equipment, such as Heating, Ventilation and Air Conditioning (HVAC) systems, lighting fixtures, security devices, and elevators; electrical power equipment; traditional power generation and transmission equipment; renewable energy equipment; industrial automation controls; measurement instruments; and electrical components used for industrial purposes, such as coils, wires and cables.

Kyte Powertech Limited is committed to reporting under the SASB standard and has identified 6 key reporting areas that are relevant for the industry that it operates in .

Details	2020	2021	2022	2023
Company revenue/turnover in Millions in your reporting (home) currency (e.g. X M)	72.74	75.58	80.74	108.79
Company net asset value in Millions in your reporting (home) currency (e.g. X M)	17.85	26.70	29.79	22.89
SASB Industry Classification System (SICS) - sector	RESOURCE TRANSFORMATION			
SASB Industry Classification System (SICS) - industry	Electrical & Electronic Equipment			
SASB Industry Classification System (SICS) - sub-sectors	Energy transformers			

Topic	Metric	Unit of Measure	Value	Code
Energy Management	(a) Total Energy Consumed	Gigajoules (GJ)	42,119.9856 Gigajoules (GJ)	RT-EE-130a.1
	(b) % Grid Electricity	Percentage (%)	84%	
	(c) % Renewable	Percentage (%)	16%	
Hazardous Waste Management	(a) Amount Of Hazardous Waste Generated, Percentage Recycled	Tonnes, Percentage (%)	138.038 tonnes, 82.4%	RT-EE-150a.1
	(b) Number and aggregate quantity of reportable spills, Quantity Recovered	Number, Kilogrammes (kg)	No material spills in 2023	RT-EE-150a.2
Product Safety	(a) Number Of Recalls Issued, Total Units Recalled	Number	Kyte Powertech has implemented a thorough, company-wide product safety system to ensure our products adhere to legal safety requirements and the latest technical standards, thereby preventing any risk to the life or health of users or others.. Numbers of total recalls for the last three years are currently under analysis and the complete report will be available in the Sustainability Report 2025.	RT-EE-250a.1
	(b) Total amount of monetary losses as a result of legal proceedings associated with product safety	Presentation currency	NA. Due to non-disclosure agreements (NDAs) with third parties, we cannot disclose any monetary values resulting from legal proceedings with these entities	RT-EE-250a.2

# OUR BUSINESS

## SASB (SUSTAINABILITY ACCOUNTING STANDARDS BOARD) COMPLIANCE

Product Lifecycle Management	(a) Percentage of products by revenue that contain IEC 62474 declarable substance	Percentage (%) by revenue	This is currently under analysis and the complete report will be available in the Sustainability Report 2025. Initial planning phase of identifying the presence of critical and hazardous materials according to the REACH, RoHS and IEC 62474 List.	RT-EE-410a.1
	(b) Percentage of eligible products by revenue, certified to an energy efficiency certification.	Percentage (%) by revenue	Only applicable to North America products.	RT-EE-410a.2
	(c) Revenue from renewable energy related and energy efficiency related product	Presentation currency	This is currently under analysis and the complete report will be available in the Sustainability Report 2025.	RT-EE-410a.3
Material Sourcing	(a) Description of the management risks associated with the use of critical materials.	N/A	This is currently under analysis and the complete report will be available in the Sustainability Report 2025. Initial planning phase of identifying the presence of critical and hazardous materials according to the REACH, RoHS and IEC 62474 List.	RT-EE-440a.1
Business Ethics	Description of policies and practices for prevention of:			
	(a) Corruption and bribery and anti-competitive behaviour	N/A	Kyte Powertech Consolidated report 2023 <a href="#">Pg 49</a>	RT-EE-150a.1
	(b) Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Presentation currency	0 EURO	RT-EE-150a.2
	(c) Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations	Presentation currency	We are unable to disclose monetary values resulting from legal proceedings associated with anti-competitive behaviour regulations.	RT-EE-150a.3
Activity Metric		Value		Code
Number of units produced by product category		Kyte Powertech Consolidated report 2023 <a href="#">Pg 62</a>		RT-EE-000.A
Number of employees		470 (year-end headcount)		RT-EE-000.B





# OUR BUSINESS

## FINANCIAL STATEMENTS

Financial (end of March)	FY 2020	FY 2021	FY 2022	FY 2023
Total Revenues	72.74	75.58	80.74	108.79
Operational EBITA	6.87	6.45	3.38	6.58
as % of operational revenues	9.44%	8.53%	4.19%	6.05%
Net (cash) debt (end March)	5.41	9.25	4.93	6.9

Debts	FY 2020	FY 2021	FY 2022	FY 2023
Short-term debt and current maturities of term-term debt	14.33	10.79	16.38	20.74
Long-term debt	2.07	1.54	7.11	14.59
Total Debt (A)	16.40	12.33	23.49	35.33
Cash and equivalents	5.41	9.25	4.93	6.9
Restricted cash non-current	7.80	8.36	9.59	11.22
Cash and marketable securities (B)	13.21	17.61	14.52	18.12
Net debt (cash) (A-B)	3.19	-5.28	8.97	17.21
Sales of products	72.74	75.58	80.74	108.79
Total Revenues	72.74	75.58	80.74	108.79
Cost of sales of products	-58.70	-61.01	-69.99	-92.92
Total cost of sales	-58.70	-61.01	-69.99	-92.92
Gross Profit	14.04	14.57	10.75	15.87
Selling, general and administrative expenses	-8.53	-8.38	-6.89	-11.23
Non-order related research and development expenses	-0.15	-0.14	0	0
Other income (expense), net	-12.98	2.63	0.2	0.66
Income from operations	-7.62	8.68	4.06	5.3
Interest and other finance expense	-0.13	-0.22	-0.24	-0.92
Income from continuing operations before taxes	-7.60	8.46	3.82	4.38
Income tax expense	-0.36	0.83	-0.64	-0.89
Income from continuing operations, net of tax	-7.96	9.29	3.18	3.49
Income (loss) from discontinued operations, net of tax	0	0	0	0
Net income	-7.36	8.84	3.18	3.49
Net income attributable to Kyte Powertech	-7.36	8.84	3.18	3.49

# OUR BUSINESS

Restricted cash	5.41	9.25	4.93	6.9
Receivables, net	13.30	13.35	24.03	20.47
Inventories, net	8.66	9.36	16.06	21.07
Restricted cash, non-current	7.70	7.85	7.95	9.8
Intangible assets, net	0.10	0.51	1.64	1.42
Total Assets	35.17	40.32	54.61	59.66
Long-term debt	2.07	1.55	7.11	14.59
Total liabilities	17.32	13.62	24.82	36.77
Total Kyte Powertech stockholders’ equity	17.85	26.70	29.79	22.89
Total stockholders’ equity	17.85	26.70	29.79	22.89
Total liabilities and stockholders’ equity	35.17	40.32	54.61	59.66

Operating activities				
Net income	-7.62	8.68	4.06	5.30
Depreciation and amortization	0.87	0.92	1.02	1.32
Pension and other employee benefits	-0.33	-0.59	1.45	0.00
Deferred taxes	-0.34	-0.85	0.63	-0.16
Losses from extinguishment of debt	0.21	0.00	0.00	0.00
Loss from equity-accounted companies	0.00	0.00	0.00	0.00
Net loss (gain) from derivatives and foreign exchange	0.00	0.00	0.00	0.00
Net gain from sale of property, plant and equipment	0.18	0.00	0.00	0.00
Net loss (gain) from sale of businesses	0.00	0.00	0.00	0.00
Other	0.00	0.00	-0.24	-0.30

Changes in operating assets and liabilities				
Trade receivables, net	-2.61	0.80	-11.60	-6.72
Contract assets and liabilities	0.00	0.05	0.00	0.00
Inventories, net	-1.02	0.70	-6.70	-5.01
Accounts payable, trade	1.14	-2.78	1.53	6.06
Accrued liabilities	-0.01	0.00	0.00	0.02
Provisions, net	13.09	-0.20	-0.17	-0.06



# OUR BUSINESS

Income taxes payable and receivable	-0.02	0.00	0.00	1.00
Other assets and liabilities, net	-0.02	0.24	-0.7	0.25
Net cash provided by operating activities – continuing operations	0.00	0.00	0.00	0.00
Net cash used in operating activities – discontinued operations	0.00	0.00	0.00	0.00
Net cash provided by operating activities	3.51	6.97	-10.72	1.70

Investing activities				
Purchases of investments	0.00	0.00	0.00	0.00
Purchases of property, plant and equipment and intangible assets	-3.02	-1.49	-2.24	-2.95
Acquisition of businesses (net of cash acquired) and increases in cost- and equity-accounted companies	0.00	0.00	0.00	0.00
Proceeds from sales of investments	0.00	0.00	0.00	0.6
Proceeds from maturity of investments	0.00	0.00	0.00	0.00
Proceeds from sales of property, plant and equipment	0.00	0.00	0.00	0.32
Proceeds from sales of businesses (net of transaction costs and cash disposed) and cost- and equity-accounted companies	0.00	0.00	0.00	0.00
Net cash from settlement of foreign currency derivatives	0.00	0.00	0.00	0.00
Changes in loans receivable, net	0.00	0.00	0.00	0.00
Other investing activities	0.00	-1.50	-0.51	0.00
Net cash provided by investing activities	-3.02	-2.99	-2.75	-2.03

Financing activities				
Net changes in debt with maturities of 90 days or less	0.00	0.00	0.00	0.00
Increase in debt	0.00	0.00	9.8	3
Repayment of debt	0.00	0.00	0	-0.7
Delivery of shares	0.00	0.00	0.00	0.00
Purchase of treasury stock	0.00	0.00	0.00	0.00
Dividends paid	0.00	0.00	0.00	0.00
Cash associated with the spin-off of the Turbocharging division	0.00	0.00	0.00	0.00
Dividends paid to noncontrolling shareholders	0.00	0.00	0.00	0.00
Proceeds from issuance of subsidiary shares	0.00	0.00	0.00	0.00
Other financing activities	1.74	-0.14	-0.65	0.004

# OUR BUSINESS

Net cash used in financing activities – continuing operations	1.74	-0.14	9.15	2.30
Net cash used in financing activities	1.74	-0.14	9.15	2.30
Cash and equivalents and restricted cash, beginning of period	0.00	0.00	9.25	4.9
Cash and equivalents and restricted cash, end of period	0.00	0.00	4.93	6.9
Supplementary disclosure of cash flow information	0.00	0.00	-4.32	2
Interest paid	0.18	0.13	0.24	0.9
Income taxes paid	0.02	0.02	0.02	0.02

Orders by Region (Euros in millions)				
Europe	10.83	33.99	60.21	72.20
Americas	0.00	0.13	0.00	0.43
Asia, Middle East and Africa	0.99	0.02	0.00	0.00

Revenues by Region (Euros in millions)				
Europe	72.24	75.04	80.51	108.30
Americas	0.00	0.00	0.16	0.00
Asia, Middle East and Africa	0.50	0.54	0.07	0.49



# OUR BUSINESS

## BEYOND THE BOOTH: KYTE POWERTECH’S GOVERNANCE THROUGH INDUSTRY ENGAGEMENT

Kyte Powertech actively participates in prominent industry exhibitions and conferences, including Solar Live, All-Energy Exhibition, AEE Europe Energy Conference, and CWIEME. These events are pivotal for the company, serving as crucial platforms to showcase innovations, engage with industry leaders, and reinforce its commitment to governance and sustainability.

For Kyte Powertech, attending these exhibitions is not just about showcasing products and services; it’s an opportunity to highlight the company's innovations in sustainable technology. At events like Solar Live, Kyte Powertech presents its latest advancements in renewable energy solutions. These exhibitions provide the company with a platform to demonstrate how its cutting-edge technologies contribute to a sustainable future, aligning with global environmental goals.

By exhibiting at these events, Kyte Powertech communicates its commitment to sustainability and governance to a wide audience, including potential partners, customers, and industry regulators. This transparency is crucial for building trust and establishing the company as a leader in sustainable practices.

Exhibitions such as the All-Energy Exhibition and AEE Europe Energy Conference bring together industry experts, policymakers, and innovators. For Kyte Powertech, these gatherings are invaluable for fostering relationships and engaging in meaningful dialogue about the future of energy. By participating in panel discussions and networking events, Kyte Powertech not only shares its insights but also gains valuable perspectives from other industry leaders.

This engagement is vital for the company’s governance strategy, as it ensures Kyte Powertech remains at the forefront of industry trends and regulatory developments. By staying informed and connected, the company can adapt its practices to meet the highest standards of governance, ensuring long-term success and compliance with industry regulations.

Attending international conferences like CWIEME provides Kyte Powertech with opportunities to explore new markets and business ventures. These events attract a global audience, allowing the company to expand its reach and identify potential partnerships. By showcasing its capabilities on an international stage, Kyte Powertech enhances its brand visibility and attracts interest from potential collaborators.

Participating in these exhibitions is an essential component of Kyte Powertech’s business strategy. It not only drives business growth by opening new avenues for collaboration and investment but also reinforces the company's reputation as a forward-thinking leader in the energy sector.





# OUR BUSINESS

## ECO-PLAYGROUNDS: INSPIRING SUSTAINABILITY IN CAVAN'S CLASSROOMS

Kyte Powertech has embarked on a remarkable journey to transform classrooms into eco-playgrounds, bringing joy, learning, and sustainability to the forefront in schools across Cavan. This inspiring story of community engagement and environmental education unfolds through the company's collaboration with local schools, where students and staff alike have embraced the mission to plant seeds of sustainability.

The company extended its outreach to National and Secondary Schools, including St. Clare's, Farnham National, Royals, St. Patrick's and Breifne College School, recognizing the value of instilling environmental responsibility at an early age. The younger students were eager participants, soaking up knowledge about how small actions can lead to big changes in the world around them. Kyte Powertech's team engaged these bright young minds with interactive discussions and activities that sparked curiosity and fostered an early understanding of sustainability.

A highlight of Kyte Powertech's school visits was the symbolic tree planting ceremony. With students eagerly participating, each tree planted represented a commitment to environmental stewardship and a tangible reminder of the impact businesses can make in promoting sustainability. These ceremonies were not just about planting trees; they were about planting ideas and hopes for a greener future. The students learned firsthand the significance of trees in combating climate change and preserving biodiversity.

Kyte Powertech firmly believes that education is the key to change. Through engaging sessions, their team shed light on the importance of sustainability in the corporate world, highlighting how businesses can contribute positively to society and the environment. The company took a hands-on approach, ensuring that learning was not just informative but also enjoyable. By organizing fun activities that blended education with entertainment, Kyte Powertech made sustainability concepts more accessible and memorable for students. Games, interactive workshops, and creative projects helped students grasp the significance of sustainability while having fun.

Community involvement is at the heart of Kyte Powertech's mission. By engaging with schools across Cavan, the company strengthens its ties with the local community and contributes positively to the educational ecosystem. These initiatives align with Kyte Powertech's broader commitment to being a responsible corporate citizen, demonstrating that businesses can be a force for good in society.

SOCIAL PILLAR - KPI

Target name	Comments	KPI
Partnership with the community	Forge partnerships with nearby primary, secondary, and transition year schools to develop tailored sustainability education programs and community engagement initiatives.	Number of School Partnerships Established
	Collaborate with nearby schools to develop tailored programs that engage transition years kids (typically aged 16-17) in sustainability education and community initiatives.	Number of Participating Schools
	Participate in or organize community sustainability events to help beautify local parks, rivers, or other natural areas. Encourage employees to volunteer their time and participate in these events, promoting teamwork and community spirit.	Number of Events Organized or Participated In





# OUR BUSINESS

## KYTE POWERTECH TRANSITION YEAR (TY) SUSTAINABILITY PROGRAM

The “*Kyte Powertech Transition Year (TY) Sustainability Program*” began in early 2023, with the company setting out to engage local students in the vital field of sustainability. With a commitment to fostering young minds, Kyte Powertech invited students from St. Patrick’s College, The Royal School, and Breifne College in Cavan to participate in an immersive program designed to blend education with real-world applications.

From the outset, the students embarked on a journey that would span several months. The program kicked off with a series of workshops hosted at the Kyte Powertech plant. These sessions were meticulously crafted to provide the students with practical experiences, allowing them to dive deep into the sustainable practices employed by the company. Under the mentorship of Kyte Powertech, the students explored various aspects of sustainability, focusing on Social, Governance, and Environmental issues.

Throughout the program, the students were encouraged to think critically about how sustainability is integrated into the operations at Kyte Powertech. They learned not only the technical details of sustainable practices but also the broader implications these practices have on the environment and society. This hands-on approach empowered them to connect theoretical knowledge with real-world applications.

As the months progressed, the students collaborated in groups, researching and developing their projects. They were tasked with examining Kyte Powertech's sustainability initiatives and considering their relevance and impact. This work culminated in a series of presentations that allowed the students to showcase their findings and insights. The day of the presentations was one of excitement and anticipation. Students from all three schools gathered at Kyte Powertech to deliver their final projects. Each presentation was a testament to their hard work and dedication, reflecting a deep understanding of the key areas of sustainability and their implications for the company and beyond. The students impressed the audience with their ability to articulate complex concepts clearly and engagingly.

Looking to the future, Kyte Powertech is eager to continue this successful program, welcoming a new cohort of TY students who will bring fresh perspectives and ideas. This initiative remains a crucial part of Kyte Powertech’s commitment to community engagement and environmental stewardship. The company expressed its gratitude to all who participated, acknowledging the vital role of the students, teachers, and staff in nurturing future leaders in sustainability. The program’s success underscored the importance of collaborative efforts in building a sustainable future, and Kyte Powertech looks forward to continuing this impactful journey.



“ I found working with Kyte Powertech on this sustainability programme very enjoyable and useful as it showed me the importance of sustainability and the impact it has on the Earth and on business that work to become sustainable. Participating in this programme taught me a lot of things such as time-management, discipline, teamwork and the importance of meeting deadlines. It also taught me many things when it came to the use of technology, for example, how to use Canva, recording and editing a video and etc. Overall, I had a very fond experience participating in this programme and would recommend other students to get involved who have an interest when it comes to sustainability.

- Cerone Devasia & Viktoras Smaizys & (St. Patrick’s College)

”

“ “I found working with Kyte Powertech to be an amazing time, we got to explore the work atmosphere and learn a lot about what kind of things they do at Kyte and how they are heavily involved with making their company more environmentally friendly, including taking on board the suggestions from younger generations, something which many other companies would not have considered, I and the people I did this project with all had a great time working on this project together and improving our skills on Canva as well as our video-editing skills. overall, I really enjoyed this experience and would highly recommend it to future transition year students.”

- William Nixon (Royals School)

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# OUR BUSINESS

## KYTE POWERTECH SPORTS SPONSORSHIP





# OUR BUSINESS

## BUSINESS COLLABORATIONS



# OUR BUSINESS

## RECOGNITIONS AND AWARDS



ISO 14064 CERTIFICATION



KYTE POWERTECH LTD  
has been awarded a  
**Silver medal**  
as a recognition of their EcoVadis Rating



IRELAND  
BEST  
MANAGED  
COMPANIES





# 06

## OUR PRODUCTS

65

*Product  
Range*



65

*Transformer  
Oil Type Sale*






# OUR PRODUCTS

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 SALES OF EACH TRANSFORMER OIL TYPE

Type of Oils	2021	2022	2023
 <b>Mineral Oil</b>	15387	12745	16543
 <b>Synthetic Ester (Biodegradable)</b>	80	48	33
 <b>Natural Ester – FR3 (Biodegradable)</b>	46	49	89
 <b>Renewable Hydrocarbon Oil (Biodegradable)</b>	406	490	264
<b>Total</b>	<b>15,918</b>	<b>13,332</b>	<b>16,929</b>







# 07

## GOALS

67

*Environmental  
Goals*

71

*Social  
Goals*

72

*Governance  
Goals*



ENVIRONMENTAL - 2023

SUSTAINABLE PROCUREMENT - KPI

Target Name	Comments	Target Date	KPI	Progress	Status	SDGs
Procurement of recycled core magnetic steel	Suppliers will be evaluated on reliability, quality, pricing, capacity, and sustainability. Those meeting criteria for recycled content or reduced carbon footprint may be considered for partnerships.	2025	Percentage of Magnetic Steel from Sustainable Sources	Initial discussions with suppliers to identify the possibility of supplying core with reduced carbon footprint.	<div><div></div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>13 CLIMATE ACTION</div><div>17 PARTNERSHIPS FOR THE GOALS</div></div>
Green Purchasing	Green purchasing will be an annual goal, considered in the approval of new products and machinery.	Yearly	Percentage of New Products and Machinery Purchased with Green Certifications	Suppliers often face challenges in providing information about carbon emissions throughout their supply chain. To address this, Kyte Powertech will hold collaborative awareness sessions during the purchasing phase to share environmental information alongside product delivery.	<div><div></div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>13 CLIMATE ACTION</div><div>17 PARTNERSHIPS FOR THE GOALS</div></div>
Timber Products	Kyte Powertech requires all wooden and fibre parts to have an FSC Chain of Custody certificate.	Done depending on document validity	Percentage of Wooden/Fiber Parts Procured with FSC Certification	Supplier survey certificates are available for all the Timber product suppliers.	<div><div></div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>13 CLIMATE ACTION</div></div>
Conflict Mineral Survey	Kyte Powertech is committed to sourcing 3TG minerals responsibly, respecting human rights and avoiding conflict. While we do not ban 3TG from the Democratic Republic of Congo and other high-risk areas, we ensure they are sourced according to international standards.	Yearly	Percentage of 3TG Suppliers Analysed for Compliance with International Standards	Suppliers survey are conducted to identify 3TGs in the raw materials supplied. 58% response rate from the initial survey results.	<div><div></div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>13 CLIMATE ACTION</div></div>
Supplier Survey	Kyte Powertech surveys suppliers to verify their ISO certifications and policies on environmental quality, health and safety, energy, and modern slavery.	Done depending on document validity	Percentage of Suppliers Surveyed for ISO Certifications and Key Policies	Supplier surveys are carried out when onboarding new suppliers. Supplier surveys will be conducted based on document validity.	<div><div></div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>13 CLIMATE ACTION</div><div>17 PARTNERSHIPS FOR THE GOALS</div></div>





ENVIRONMENTAL - KPI

Target Name	Comments	Target Date	KPI	Progress	Status	SDGs
Environmental Incidents	Target to maintain zero environmental incidents/complaints year on year	Yearly	Zero environmental incidents	0 environmental incidents	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>8</div><div>12</div><div>13</div></div>
Environmental Awareness	Reduce ecological footprint, comply with regulations, operational efficiencies, cost savings, and increased customer loyalty, ultimately contributing to long-term profitability and competitive advantage	Yearly	<ul style="list-style-type: none"><li>Percentage of waste recycled</li><li>Reduction in Carbon emissions</li></ul>	<ul style="list-style-type: none"><li>307.267 tonnes</li><li>74% reduction in absolute emissions in the Scope 1 and 2 categories.</li></ul>	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>4</div><div>6</div><div>8</div><div>12</div><div>13</div></div>

DESIGN - KPI

Design Goals	KPI	Progress	Status	SDGs
Percentage of Recycled Materials Used	Measure the proportion of materials sourced from recycled origins	Initial discussions with suppliers to identify the possibility of supplying core with reduced carbon footprint.	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>12</div><div>13</div><div>17</div></div>
Reduction in Critical and Hazardous Materials	Track the percentage reduction in hazardous substances used in manufacturing	Initial planning phase of identifying the presence of critical and hazardous materials according to the REACH, RoHS and IEC 62474 List.	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>8</div><div>12</div><div>13</div></div>
Supplier Sustainability Ratings	Evaluate and score suppliers based on their adherence to environmental standards	Supplier surveys are conducted during the onboarding of new suppliers and will be based on the validity of their documents.	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>8</div><div>12</div><div>13</div><div>17</div></div>
Transformer Efficiency Ratings	Track efficiency improvements measured in percentage reductions of no-load and load losses	Kyte Powertech records the usage phase emissions related to the energy consumption of the unit. Beyond compliance, Kye Powertech offers transformer units with losses below the stipulated Po and Pk losses. Pk losses will be maintained as per the Tier II design specifications and Po losses for the different designs	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>9</div><div>13</div></div>



Design Goals	KPI	Progress	Status	SDGs
Carbon Emissions Saved	Calculate the estimated reduction in carbon emissions as a result of efficiency improvements.	Will be included in the Environmental Product Declaration and ISO 14067 certification. This is currently in the planning phase.	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>9</div><div>INDUSTRY, ENERGY AND INFRASTRUCTURE</div></div> <div><div>13</div><div>CLIMATE ACTION</div></div>
Energy Savings Achieved	Measure energy savings for customers over the product's lifecycle.	Will be included in the Environmental Product Declaration and ISO 14067 certification. This is currently in the planning phase.	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>9</div><div>INDUSTRY, ENERGY AND INFRASTRUCTURE</div></div> <div><div>13</div><div>CLIMATE ACTION</div></div>
Product Lifespan Extension	Measure the average operational life of transformers compared to industry standards	Kyte Powertech records the usage phase emissions related to the energy consumption of the unit. For this research, the annual energy consumption of a transformer unit is compared to the total losses (Po and Pk losses) incurred by a transformer over its anticipated lifetime. This will be included in the product lifecycle assessment which will part of the environmental product declaration and ISO 14067 certification.	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>9</div><div>INDUSTRY, ENERGY AND INFRASTRUCTURE</div></div> <div><div>13</div><div>CLIMATE ACTION</div></div>
Community Engagement Activities	Measure the number of outreach programs and partnerships initiated.	Kyte Powertech is deeply committed to supporting sports scholarships and sponsoring local sports events. Additionally, Kyte Powertech will invest in the community by participating in initiatives that extend beyond sports, focusing on broader local community development.	<div><div></div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>4</div><div>QUALITY EDUCATION</div></div> <div><div>5</div><div>GENDER EQUALITY</div></div> <div><div>10</div><div>REDUCED INEQUALITIES</div></div> <div><div>13</div><div>CLIMATE ACTION</div></div> <div><div>17</div><div>PARTNERSHIPS FOR THE GOALS</div></div>
Employee Sustainability Awareness	Survey employees to assess understanding and engagement with sustainability initiatives.	Kyte Powertech's annual Sustainability Day awareness session demonstrates the company's progress in integrating sustainability into every aspect of its operations. Employee surveys are conducted yearly to assess employee understanding of the company's sustainability goals.	<div><div></div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>4</div><div>QUALITY EDUCATION</div></div> <div><div>7</div><div>ENERGY AFFORDABLE AND CLEAN ENERGY</div></div> <div><div>6</div><div>CLEAN WATER AND SANITATION</div></div> <div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div> <div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div> <div><div>13</div><div>CLIMATE ACTION</div></div> <div><div>17</div><div>PARTNERSHIPS FOR THE GOALS</div></div>
Compliance Rate with Environmental Standards	Measure adherence to international standards and regulations	Kyte Powertech maintains its ISO 9001, 50001, 14001 and 45001 compliance.	<div><div></div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>6</div><div>CLEAN WATER AND SANITATION</div></div> <div><div>7</div><div>ENERGY AFFORDABLE AND CLEAN ENERGY</div></div> <div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div> <div><div>9</div><div>INDUSTRY, ENERGY AND INFRASTRUCTURE</div></div> <div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div> <div><div>13</div><div>CLIMATE ACTION</div></div>
Sustainability Reporting Frequency and Accuracy	Track the timeliness and thoroughness of sustainability reports	Kyte Powertech has been publishing sustainability reports since 2021. The company. Kyte Powertech is committed to complying with the CSRD and reporting under the ESRS. The company will ensure the accuracy and transparency of its sustainability data by implementing robust data management systems and engaging an independent third-party assurance provider to verify its reports.	<div><div></div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div></div> <div><div>4</div><div>QUALITY EDUCATION</div></div> <div><div>5</div><div>GENDER EQUALITY</div></div> <div><div>6</div><div>CLEAN WATER AND SANITATION</div></div> <div><div>7</div><div>ENERGY AFFORDABLE AND CLEAN ENERGY</div></div> <div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div> <div><div>9</div><div>INDUSTRY, ENERGY AND INFRASTRUCTURE</div></div> <div><div>10</div><div>REDUCED INEQUALITIES</div></div> <div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div> <div><div>13</div><div>CLIMATE ACTION</div></div> <div><div>15</div><div>LIFE ON LAND</div></div> <div><div>16</div><div>PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div> <div><div>17</div><div>PARTNERSHIPS FOR THE GOALS</div></div>
Stakeholder Satisfaction with Transparency	Gather feedback from stakeholders on the clarity and comprehensiveness of sustainability disclosures	Kyte Powertech is committed to improving the clarity and comprehensiveness of its sustainability disclosures. The company actively seeks feedback from stakeholders, including investors, customers, and community partners, to enhance its reporting practices. Their input helps ensure the reports are transparent and align with best practices, reinforcing Kyte Powertech's dedication to accountability and continuous improvement.	<div><div></div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>17</div><div>PARTNERSHIPS FOR THE GOALS</div></div>





ENERGY MANAGEMENT - KPI

Objectives	Target	Explanation	Target Year	Progress	Status	SDGs
Energy Performance Reduction	<ul style="list-style-type: none"><li>Breach thresholds set for each SEU for monitoring</li></ul>	<ul style="list-style-type: none"><li>EUs - Paint Plant Gas and Electric, Small and Large Ovens and Compressors</li></ul>	Yearly	<ul style="list-style-type: none"><li>4 Energy Level 2 NCs</li><li>2 Energy Level 1 NCs</li></ul>	<div><div></div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>7</div><div>9</div><div>12</div></div>
Energy Projects	<ul style="list-style-type: none"><li>Targets for Energy Management</li></ul>	<ul style="list-style-type: none"><li>Solar Panels – Energy Generation</li></ul>	Yearly	16% renewables energy generation	<div><div></div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>7</div><div>12</div><div>13</div></div>
		<ul style="list-style-type: none"><li>Energy saving and capital improvement projects focused on energy efficiency.</li></ul>	Yearly	<ul style="list-style-type: none"><li>48% Absolute energy consumption reduction</li><li>68% Overall EnPI reduction.</li></ul>	<div><div></div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>7</div><div>9</div><div>12</div><div>13</div></div>
Carbon Footprint Reduction/Offset	<ul style="list-style-type: none"><li>Shift to non-fossil fuel solution</li><li>Carbon Offsets</li></ul>	The factory's extensive use of liquefied petroleum gas (LPG) for heating, the paint plant, and AAP drying ovens poses environmental challenges due to greenhouse gas emissions and pollutants, contributing to climate change and air pollution.	2030	<ul style="list-style-type: none"><li>Initial assessment of capital investment needed to incorporate Bio-LPG into the existing model is on-going.</li><li>Kyte Powertech is carbon neutral for all the mandatory 2023 scope 1, 2 and 3 emissions through the purchase of certified carbon offsets.</li></ul>	<div><div></div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>7</div><div>12</div><div>13</div></div>
Energy Awareness	<ul style="list-style-type: none"><li>Refresher Training</li><li>Onsite Awareness Day</li></ul>	<ul style="list-style-type: none"><li>Introduction of new members to the Energy Team for integration of all departments</li><li>Introduction of an Onsite Energy and Environmental Awareness day.</li></ul>	Yearly	Kyte Powertech’s annual Sustainability and Energy Awareness Day highlights its progress in sustainability and energy efficiency. Employee surveys are conducted each year to assess understanding and identify areas for improvement.	<div><div></div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>7</div><div>12</div><div>4</div><div>13</div><div>17</div></div>

WASTE MANAGEMENT - KPI

Environmental Goals	Target Date	Description	KPI	Progress	Status	SDGs
EU Waste Packaging Compliance – REPAK Membership	Yearly	Maintain REPAK Membership	Tonnes of waste returned	<ul style="list-style-type: none"><li>Plastic = 492.302 tonnes</li><li>Wood = 213.584 tonnes</li></ul>	<div><div></div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>9</div><div>13</div><div>15</div></div>



Environmental Goals	Target Date	Description	KPI	Progress	Status	SDGs
Waste review/reduction	2024	Ongoing – new project initiated in 2021 reviewing General waste generation, collection, storage etc in the Plant.	<ul style="list-style-type: none"><li>Tonnes of general waste generated</li><li>Percentage reduction/increase in general waste</li></ul>	<ul style="list-style-type: none"><li>144.2195 tonnes</li><li>6% reduction in comparison to the 2022 waste tonnage value</li></ul>	<div><div></div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>13 CLIMATE ACTION</div><div>15 LIFE ON LAND</div></div>
Landfill Waste Reduction	2030	Only powdered paint is disposed of in the landfill, and it has been certified as environmentally friendly. Kyte Powertech is exploring options to reduce this waste by potentially adopting paint powder systems that could decrease the waste by 75-90%. Feasibility studies will be conducted to explore this possibility.	Tonnes of landfill waste generated	<ul style="list-style-type: none"><li>18.72 tonnes</li><li>Planning phase to identify the feasibility of installing a new powder paint plant in the factory.</li></ul>	<div><div></div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>13 CLIMATE ACTION</div><div>15 LIFE ON LAND</div></div>

SOCIAL - 2023

Main Topic	Description	KPI	Progress	Status	SDGs
Equality, Diversity and Inclusion Policy	Ensure all interactions at Kyte are conducted with dignity and respect. Perform Equality Impact Assessments to prevent direct or indirect discrimination in policies and procedures.	<ul style="list-style-type: none"><li>Employee Diversity Index</li><li>Gender Diversity Ratio</li></ul>	<ul style="list-style-type: none"><li>Ethnicity/Race Diversity Ratio = 1.60</li><li>Gender Diversity Ratio = 4.5:1 (M:F)</li></ul> Detailed data exists <a href="#">here</a>	<div><div></div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>4 QUALITY EDUCATION</div><div>5 GENDER EQUALITY</div><div>10 REDUCED INEQUALITIES</div></div>
Equal Opportunities Policy	Create an inclusive environment where employees can contribute and be heard. Provide gender equality, diversity, and inclusion training, covering responsibilities, legislation, and policies. Ensure accessibility by implementing reasonable accommodations.	<ul style="list-style-type: none"><li>Promotion Rate by Demographic Group or Annual % of people with ethnicity/race promoted</li></ul>	<ul style="list-style-type: none"><li>0.25% annual % of people with ethnicity promoted. Detailed data exists <a href="#">here</a></li></ul>	<div><div></div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>4 QUALITY EDUCATION</div><div>5 GENDER EQUALITY</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>10 REDUCED INEQUALITIES</div></div>
Employee Training	Ensure employees and candidates have access to equal opportunities and fair pay based on merit and skills. Equip leaders to integrate fairness, respect, diversity, and inclusion into the company's culture and strategy.	Training Compliance Rate	95% training compliance rate	<div><div></div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>10 REDUCED INEQUALITIES</div></div>
Health & Safety Policy	Commit to a safe and healthy work environment by enforcing strict safety standards, aiming for zero fatalities and minimal hazards.	Zero Fatal Accidents	0 fatal accidents	<div><div></div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>8 DECENT WORK AND ECONOMIC GROWTH</div></div>





Main Topic	Description	KPI	Progress	Status	SDGs
Anti-Slavery/ Conflict Mineral/ Sustainable Procurement Policy	Commit to anti-slavery by rigorously preventing forced labour, human trafficking, and exploitation in our operations and supply chain.	<ul style="list-style-type: none"><li>Anti-Slavery Training</li><li>Supplier Conflict Mineral Response Rate</li></ul>	<ul style="list-style-type: none"><li>Anti-Slavery training is provided during induction of the employee with yearly refresher training provided internally for all blue-collar employees.</li><li>The refresher trainings were launched through an online training tool in 2023 with the aim to keep anti-slavery training compliance rate up.</li><li>Supplier conflict mineral response rate stands at 58% with the aim to have 100% response rate by 2025.</li></ul>	<div><div></div><div></div><div></div><div></div><div></div><div></div></div>	

GOVERNANCE - 2023

Main Topic	Description	KPI	Progress	Status	SDGs
Whistle-blower/ Grievances	Protect all individuals from unfair treatment or discrimination as outlined in this policy.	Percentage of Substantiated Reports	<ul style="list-style-type: none"><li>15 staff grievance cases were registered and resolved.</li><li>100% - Substantiated reports</li></ul>	<div><div></div><div></div><div></div><div></div><div></div><div></div></div>	
Partnership with the Community	Forge partnerships with nearby primary, secondary, and transition year schools to develop tailored sustainability education programs and community engagement initiatives.	Number of School Partnerships Established	<ul style="list-style-type: none"><li>3 primary schools joined the sustainability program, which includes plans for in-person interactive sessions and factory visits.</li></ul>	<div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div><div></div><div></div><div></div><div></div><div></div><div></div></div>	
	Collaborate with nearby schools to develop tailored programs that engage transition years kids (typically aged 16-17) in sustainability education and community initiatives.	Number of Participating Schools	<ul style="list-style-type: none"><li>3 secondary schools in the locality participated in the Kyte Sustainability programme.</li></ul>	<div><div></div><div></div><div></div><div></div><div></div><div></div></div>	
	Participate in or organize community sustainability events to help beautify local parks, rivers, or other natural areas. Encourage employees to volunteer their time and participate in these events, promoting teamwork and community spirit.	Number of Events Organized or Participated In	<ul style="list-style-type: none"><li>In 2024, the company aims to significantly increase its participation in events, with a strategic focus on expanding our involvement in industry conferences, community outreach programs, and sustainability initiatives.</li></ul>	<div><div></div><div></div><div></div><div></div><div></div><div></div></div>	



# 08

## ROADMAP

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*Sustainability  
Roadmap*

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*Organizational  
Commitment*





KYTE POWERTECH SUSTAINABILITY ROADMAP 2021 - 2025

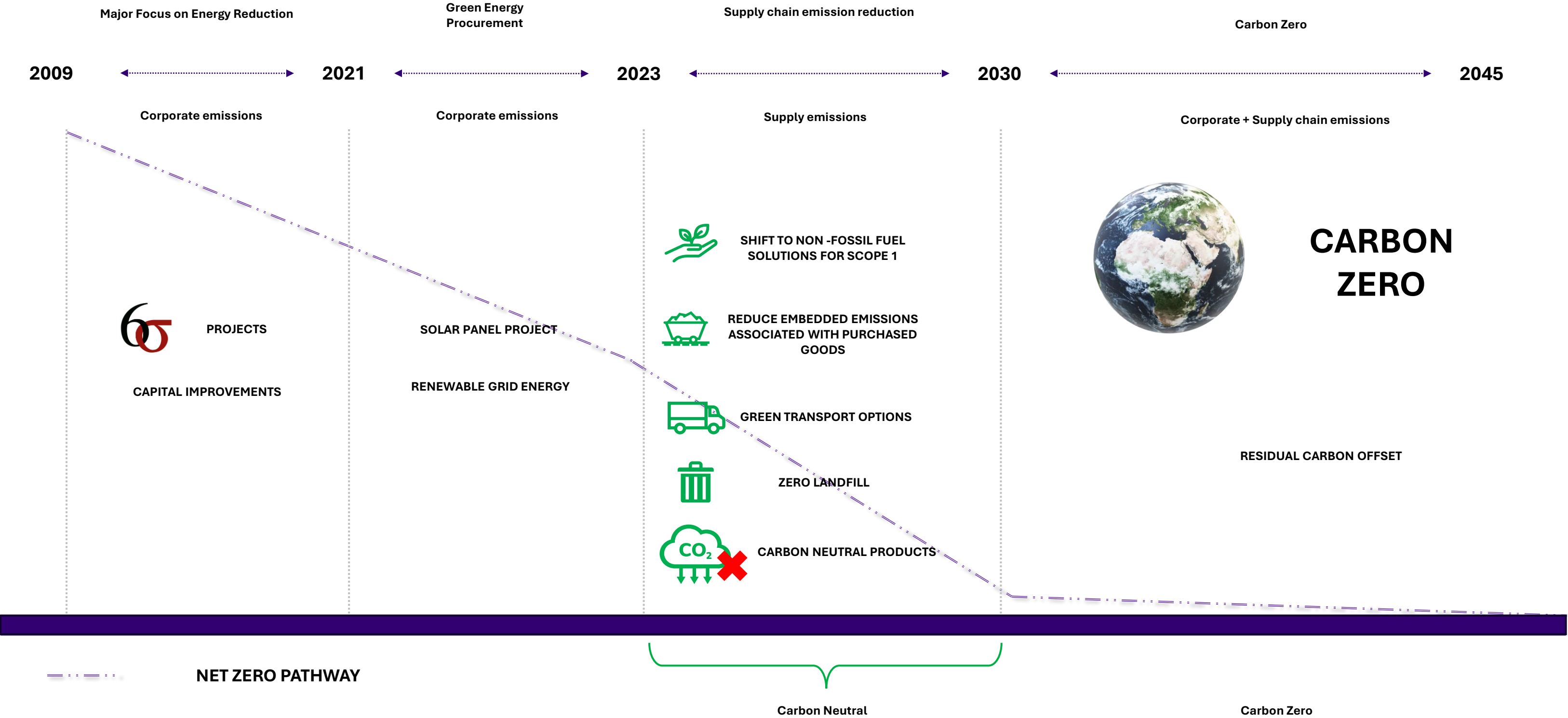
Pillar	Description	Progress	Status	SDG
ENVIRONMENTAL	100% Transparency of GHG Emissions as part of Scope 1, 2 and 3 emissions	GHG emissions across scope 1, 2 and 3 have been measured and verified by a third-party company		
	Bring down emissions by 50% by 2025	Absolute emissions across scope 1 & 2 have reduced by 74% since 2009.		
	Increase investment in Green Energy	Green electricity is procured from the grid. Renewable energy certificates are available to prove its authenticity.		
	Maintain compliance with ISO 50001 and ISO 14001 and identify new avenues of energy reduction	Kyte Powertech has maintained its ISO 9001, 50001,14001 and 45001 certifications.		
	Optimize the flow of packaging materials in the Irish Market	Kyte Powertech is dedicated to sustainable practices and is proud to be actively involved with REPAK, a leading organization focused on promoting recycling and responsible waste management.		
	Reduce water consumption by 15% by 2025	In 2024, rainwater harvesting units will be installed, and it is estimated that water consumption will be reduced by 10% in the first year.		
PROCUREMENT	Supplier review – 100% (For ISO certifications 14001, 50001, 45001, Conflict Minerals & REACH Compliance)	Kyte Powertech surveys its suppliers for ISO 9001, 50001, 14001, 45001 and anti-slavery compliance. Supplier surveys are carried out when onboarding new suppliers. Supplier surveys will be conducted based on document validity. Improvements to be made on data consolidation.		
	Procure more recycled raw materials for product and packaging	Supplier surveys to identify potential recycled raw material suppliers will be initiated and with the possibility of integrating supply quantities into contracts.		
PRODUCT	Use circular raw materials in the design of the transformers	60% stock of magnetic steel to be made from recycled raw materials/have a reduced carbon footprint. Contractual agreements will be negotiated to formalize commitments, ensure transparency, and monitor progress towards the 60% target over time.		
	SF <sub>6</sub> free design transformers	In a transformer, the only equipment in which SF <sub>6</sub> Is used is the switchgear. By 2031, there will be a phase out of SF <sub>6</sub> in all new switchgears for electrical transmission. The initial phase program will commence in the early 2026 as stated by the <a href="#">European Commission Green Deal: Phasing down fluorinated greenhouse gases and ozone depleting substances.</a>		
	Smart Transformer design for smart grid monitoring	Integrated sensors to measure and monitor power flow, load conditions in real-time to optimize energy distribution. Detect overheating or abnormal temperature changes to prevent equipment failure. Monitor environmental conditions that could affect transformer performance and lifespan.		



Pillar	Description	Progress	Status	SDG
	Standardization of Single-Phase Pole Mounted transformers to bring down losses	Collaboration with industry peers to standardize single phase pole mounted transformers.		
PEOPLE	Achieve Zero Accidents	0 Fatal Accidents in the calendar year 2023		
	Employees have access to mental health and well-being programs at work	Kyte Powertech launched a mental health and well-being program to support its employees. An Employee Assistance Program and peer support was established. Feedback was collected to improve accessibility and effectiveness, ensuring the program's ongoing success and relevance.		
	Employees receive cross trainings and career development opportunities	Employee compliance training rate has increased from 33% (2019) to 95% in 2023 with the aim to have 100% compliance in 2024.		
	Engagement of school, interns and graduate students	Forge partnerships with nearby primary, secondary, and transition year schools to develop tailored sustainability education programs and community engagement initiatives. Develop tailored programs for interns and graduate students in different departments.		
CUSTOMERS	Increase customer focus on sustainability	Understand customer needs and offer tailored solutions, including options to choose transformers with eco-friendly oil. Provide product passports, environmental product declarations, ISO 14067 certified products, and carbon-neutral products.		

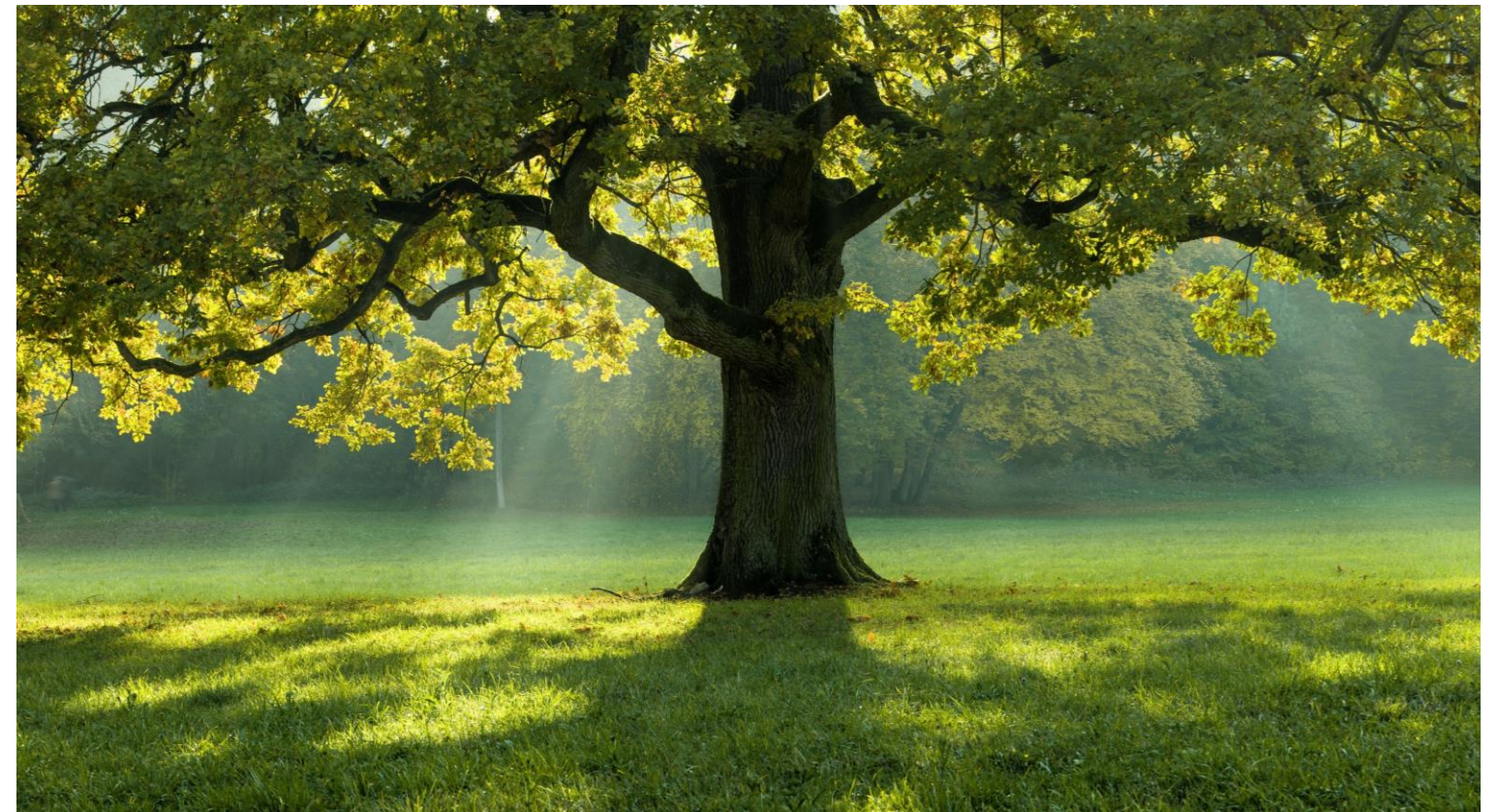


KYTE POWERTECH ORGANIZATIONAL COMMITMENT





**TRANSFORMING THE WORLD IN  
ENERGY, EVERYDAY.**



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