

Quality Policy

Electro.Aero Pty Ltd is dedicated to the delivery of high-quality electric aircraft charging solutions. Our products are designed and manufactured in accordance with legislative requirements, engineering standards, industry best practices, and as agreed by contract to meet or exceed our customers' expectations.

This is achieved through:

- Implementing an industry best practice Quality and Environmental Management System (QEMS);
- Identifying the processes needed for this QEMS and their implementation throughout the organisation;
- Determining criteria and methods to ensure that the operation and control of these processes are effective;
- Ensuring the availability of resources necessary to support the operation and monitoring of these processes;
- Monitoring, measuring, analysing, and continually improving these processes.

Our strategies for QEMS compliance include:

- Setting measurable, realistic, and achievable quality objectives which are reviewed at least annually;
- Monitoring progress toward these quality objectives, including via our quarterly Improvement Review process;
- Holding monthly Failure Mode and Effects Analysis (FMEA) reviews to work towards defect free products;
- Monitoring and reviewing conformance to legislative requirements, engineering standards, industry best practices, and contractual obligations at least semi-annually;
- Continually improving this QEMS, with internal audits and management reviews held at least annually.

The QEMS of Electro.Aero Pty Ltd is based on the concepts of the continuous improvement process of *Plan, Do, Check Act* and conforms to the requirements as defined in ISO 9001:2015 Quality Management Systems.

This policy and associated processes will be reviewed in consultation with relevant parties in accordance with our annual internal QEMS audit cycle, or when any relevant legislative or standards changes occur.



Richard Charlton
Chief Executive Officer
Electro.Aero Pty Ltd
Date: 07 January 2024

Environmental Policy

Electro.Aero Pty Ltd promotes a culture of environmental awareness when undertaking its everyday business activities. We are committed to the prevention of damage to the environment, and to achieving continual improvement in this area, by implementing a policy with objectives and targets to minimise the environmental impact of our business activities.

We will use our influence with customers and stakeholders to strive for the best possible environmental outcomes in all products, processes, and services involved in our business. Specifically, we will:

- Establish meaningful environmental objectives and create plans to achieve these objectives. Objectives will be monitored and reviewed at least annually to ensure we are achieving the desired outcomes;
- Manage non-conformances and improvement opportunities using the improvement system and monitoring the progress of specific plans. The reports and register will be reviewed in our quarterly Improvement Review process, and preventative actions will be taken as necessary;
- Monitor conformance to legislative requirements, environmental standards, industry best practices, and contractual obligations at least semi-annually, with the aim of meeting or exceeding our environmental legal requirements and other obligations.

We continually improve the effectiveness of this QEMS by:

- Assessment and ongoing review of the environmental impacts of our organisational activities, including identification of areas where we can further minimise environmental impact;
- Minimising waste through careful and efficient use of all materials and energy;
- Purchasing sustainable products wherever feasible (e.g. recycled, FSC, or low environmental impact products and energy from renewable sources);
- Training our staff in good environmental practices, and encouraging employee involvement in further minimising our environmental impact;
- Adopting an environmentally sound transport strategy where possible; and promoting sustainable and eco-friendly modes of transportation to reduce our overall carbon footprint and other environmental consequences associated with transportation.

The QEMS of Electro.Aero Pty Ltd is based on the concepts of the continuous improvement process of *Plan, Do, Check Act* and conforms to the requirements as defined in ISO 14001:2015 Environmental Management Systems.

This policy and associated processes will be reviewed in consultation with relevant parties in accordance with our annual internal QEMS audit cycle, or when any relevant legislative or standards changes occur.



Richard Charlton
Chief Executive Officer
Electro.Aero Pty Ltd
Date: 07 January 2024