

## Equality, Diversity, and Inclusion Policy

Approved by the Board of Directors on November 24, 2022

*Any violation or suspicion of violation of the Policy can be reported to Econergy's management*

*Reports can be submitted via the Global Compliance Helpline: <https://econergy.integrityline.com>*

### 1 INTRODUCTION

As stated in the Code of Ethics, Econergy (hereinafter "the Company" or "the Group") aims at contributing to transform the society into a more just place.

The company is an international player in the renewable energy sector and operates in a diverse environment across the world, serving diverse consumers, suppliers, communities, and partners. The company relies on a diverse workforce and is committed to creating an inclusive environment in which each employee can fulfil his/her full potential and maximise his/her contribution, thus boosting organizational performance.

The company is committed to promoting equal opportunities as well as the culture of diversity and inclusive attitudes among its employees and, in general, in its relations with external stakeholders as it considers these are key elements for the success and the sustainable development of the business.

### 2 POLICY OBJECTIVE & SCOPE

Through the Equality, Diversity, and Inclusion (EDI) Policy, Econergy is committed to:

- Provide equality and fairness for every person employed by Econergy while respecting everyone's uniqueness as regard to gender, age, ethnicity, culture, ability, religion and nationality, experience, style of thought, sexual orientation and identity, political opinions, and any other subjective or protected characteristic
- Embrace the culture of diversity and inclusion in the workplace and within the conduction of activities, as they are good practice and make business sense for both employees and external stakeholders
- Oppose and avoid all forms of unlawful discrimination by reason of any subjective or protected characteristics including in pay and benefits, terms, and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training, or other developmental opportunities
- Overcoming unconscious biases in the workplace: social stereotypes about an individual or group that could impact the way decisions are taken
- Creating the conditions for a working environment where each person feel valuable and able to develop his/her potential while adopting a correct work-life balance
- Creating a working environment free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, while taking seriously eventual complaints by fellow employees, customers, suppliers, visitors, the public and any others during work activities

The Policy applies to Econergy Renewable Energy Ltd and its subsidiaries.

Recipients of this Policy are individuals working for the company (employees, whether full or part time, permanent or temporary, regardless of level or nature of their working contract or engagement with the Group) and the members of Corporate Bodies (Board of Directors, Committees...).

The Policy also drives business relationships between Econergy and its external stakeholders who have an interest in the company and can either affect or be affected by the business: shareholders (those known to be involved in company's activities), contractors and subcontractors, suppliers, business partners, service providers (including consultants).

### **3 ROLES AND RESPONSIBILITIES**

Every individual is responsible for implementing and disseminating the Policy through their behaviour and is encouraged to take active position against any forms of discrimination.

All individuals that believe to have suffered any such treatment should report it to Econergy's management immediately. If the matter is not remedied, the employee can raise it formally using the company's Grievance Procedure.

Econergy provides for the establishment of specific communication channels (including a Global Compliance Helpline) to address reports of violation of the Policy. Alternatively, any violation or suspicion of violation of the Policy can be reported to Econergy's management that provides for an analysis of the reports. Econergy ensures the confidentiality of the identity of the informer, without prejudice to legal obligations.

Econergy's management will identify and investigate discriminatory behaviour and apply the disciplinary procedure (including dismissal), when this is considered appropriate

### **4 IMPLEMENTATION, MONITORING AND REVIEW**

Econergy's management has the overall responsibility for ensuring the implementation of the Policy and will examine from time to time (as appropriate) its suitability, adequacy, effectiveness in meeting the aims and commitments in terms of equality, diversity, and inclusion.

In encouraging equality, diversity, and inclusion, Econergy's management will, according to any applicable law, especially with regard to labour and privacy legislation, monitor the make-up of the workforce in accordance with recommended practises regarding diversity and inclusion. Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

The policy is approved by the Board of Directors of Econergy which shares the spirit and the content of the policy and undertakes to always promote it.

### **5 COMMUNICATION AND TRAINING**

The Policy is brought to the attention of the Recipients through specific communication activities (for example, the delivery to all collaborators of a copy of the Policy, dedicated sections in the company intranet and on the website, insertion of an information note in all contracts, etc.).

Training on this Policy forms part of the induction process for all new employees. All existing employees will receive regular, relevant training on how to implement and adhere to this Policy.