

# Diversity, Equality and Inclusion Policy

# Diversity, Equality and Inclusion Policy

We want an energy transition from everyone to everyone

## Statement of intent

GreenVolt Group has more than 250 professionals in direct employment with a presence in more than 10 countries. This global scale of business entails a high level of responsibility in everything we do. Therefore, and in accordance with its Sustainability Policy, GreenVolt aims to lead the energy transition and promote a more sustainable future, where everyone feels free to contribute with different knowledge and experiences, regardless of their origin, values and culture.

## Purpose

This Policy seeks to create a favourable working and non-working environment that foster and strengthens non-discrimination, equal opportunities, diversity and inclusion of all the professionals (employees and members of the management and supervisory bodies) within GreenVolt's Group.

GreenVolt's Group understanding of Diversity is the set of visible and non-visible characteristics that make people unique and special; Equality refers to when all people receive fair and impartial treatment and have access to, support and resources so that they can succeed; Inclusion is the strategy that highlights the individual characteristics of everyone in the organisation and that creates opportunities so that they can all participate, favouring a diverse and inclusive environment that promotes respect, safety, performance, well-being, belonging and commitment.

This Policy develops commitments that should guide behaviours, attitudes and decisions of all GreenVolt Group professionals, at all levels and companies, which includes the company's commitments to developing diverse talent, respectful treatment, equal opportunities and the promotion of social cohesion through inclusion. It should be read and interpreted in accordance with the Code of Ethics and Conduct of GreenVolt Group and its policies.

As a Global Compact Signatory, GreenVolt Group also promotes the application of these diversity, equality and inclusion principles by its business partners and suppliers, in the terms defined by its Supplier Code of Conduct, and in relation to its management and supervisory governing bodies in compliance with applicable legal and regulatory framework regarding selection and appointment procedures.

## Scope of Application

This Policy applies to all companies of GreenVolt's Group, within the limits established by law in each different country where GreenVolt operates.

This Policy is subject to disclosure to the GreenVolt Group, in compliance with the following rules:

- a) in the case of companies wholly controlled by GreenVolt, the respective management bodies must carry out the local transposition and the respective disclosure of this Policy;
- b) in the case of companies in which GreenVolt exercises control, co-control (Joint Ventures) or significant influence (associates), the representatives of GreenVolt attending in the management body shall, for the purpose of exercising control, co-control, or significant influence, promote the adoption of the necessary measures for local transposition and the respective dissemination of this Policy;
- c) in the case of companies in which GreenVolt does not exercise significant control or influence, GreenVolt representatives shall observe the provisions of this Policy in the performance of their respective functions and, to the extent possible, encourage the adoption of rules and procedures consistent with this Policy.

## Commitments

Diversity, Equality and Inclusion are one of our true "sources of energy", and that's why we developed this Policy. At GreenVolt Group we are aware of the role of leadership in upholding the principles set out in this Policy. Therefore, inclusive leadership models are implemented to foster an organisation inspired by those, where teams are led by example and become stronger and more creative. Among other aspects, this Policy presents the following commitments:

### • Compliance with legislation

- Act in strict compliance with laws and regulations applicable to GreenVolt Group's activity on Diversity, Equality and Inclusion;
- Recognize and respect commonly accepted standards and international conventions, such as the Universal Declaration of Human Rights, ILO Conventions and the UN Global Compact.

### • Ensure non-discrimination

- Promote an environment based on mutual respect, fair treatment and equal opportunities, valuing the importance of diversity provided by people of different generations, knowledge, experience and skills, irrespective of their personal and social circumstances, embracing differences as a source of strength for human potential and wealth;
- Zero tolerance to all forms of harassment or other discriminatory practices in the work environment, based on country of origin, family and ethnical background, race, sex, age, culture, professional background and training, religious or political beliefs, personality, disability, or any other characteristic, visible or non-visible;

- Accept differences and promote the inclusion of people with disabilities, guaranteeing inclusive workspaces for those who have special needs.

- **Merit and recognition**

- Use objective, transparent and rigorous criteria for the recognition of personal skills and professional merit-oriented evaluations to ensure equality of opportunities and remuneration;
- Promote, in the execution of any appointment and/or hiring processes, whether in relation to employees or to members of the management and supervisory bodies of GreenVolt Group, a selection criteria that properly reflects diversity principles in what regards age, sex, professional and academic background, among others.

- **Promote gender equality**

- Ensure that processes related to selection, performance, remuneration and benefits, training, promotion, and other professional development practices promote diversity, eliminate gender bias and support equal opportunities;
- Promote gender diversity and leadership of women, especially in management positions and other positions in which they are under-represented.

- **Work Life Balance**

- Flexibility and other mechanisms that promote equal opportunities and their wellbeing, a good and secure workplace environment, in accordance with best practices of places where GreenVolt Group operates.

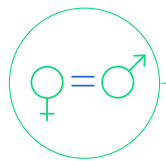
- **Awareness and participation**

- Integrate the principles set in this Policy into the organization, as well as in GreenVolt Group People Management Strategy;
- Create awareness among GreenVolt Group professionals and its stakeholders, providing specific training on diversity, equality and inclusion, such as possible unconscious bias, to create a culture and environment free of discrimination;
- Promote participation and involvement of Greenvolt Group professionals in the implementation of this Policy, as well as initiatives to collaborate with the community or other entities to share, learn and develop diversity-promoting practices;
- Ensure the use of internal and external inclusive communications and publications, reflecting the diverse reality of the company, and the not usage, in any case, of discriminatory language.

## Strategic ambition

The long-term goal of the organisation is to promote diversity as a key competitive advantage and strengthen an equal and inclusive culture, essential conditions for the defence of human rights, non-discrimination and sustainable development.

Until 2025, GreenVolt Group focuses its action mainly on three priority axes, and define its action plan linked with:

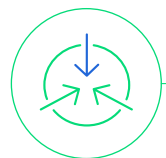


### 1 Equality

GreenVolt Group works to be the best company to work for, where men and women can develop their careers with equal opportunities, and to generate a culture that promotes work-life balance in all areas.

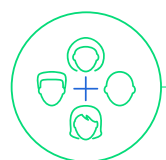
Although the energy sector is traditionally male focused, 34% of our professionals are women. This axis is materialized through the promotion of women to positions of responsibility in all areas, with the aim of increasing the representation of women in managing positions, as well as by eliminating gender pay gap in the workplace, to prevent discrimination against women and treat them equally and in a fair way.

Our Plan for Gender Equality will be aligned with the Action Plan 2025 presented in this Policy.



### 2 Integration

GreenVolt Group recognises that more needs to be done to promote diversity of people with disabilities, as a decisive factor for inclusion in the labour market. This axis is materialized through the recruitment and retention of people with disabilities, beyond legal requirements, ensuring that all professionals receive equal opportunities, career development, remuneration and social benefits, and work in an inclusive environment, regarding physical and digital accessibility.



### 3 Inclusion

GreenVolt Group works to promote a diverse and inclusive working environment aligned with a multicultural reality, different perspectives, and ways of working. It also facilitates internal mobility of its professionals within the Group and between areas, and favours the creation of networks between the teams, so that they can make use of diversity experiences and different skills. This axis is materialized through transversal initiatives which aim to promote a global feel and alignment among Group professionals, as well as to create spaces to discuss, challenge and take action.

## Supervision and Policy control mechanisms

GreenVolt Group, through its Corporate Human Resources and Sustainability Departments, define and review this Diversity, Equality and Inclusion Policy, as well as related internal processes and targets. The Policy must be communicated to all Group professionals and external stakeholders.

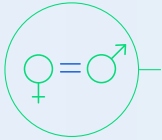
Every two years, GreenVolt identifies and assesses real or potential risks in relation to the principles set on this Policy and establishes controls to prevent and mitigate them. If real or potential adverse effects to these principles materialize, the company undertakes the necessary measures to stop and mitigate any residual impact to the greatest possible extent.

GreenVolt ensures the necessary tools and resources to carry out accountability and monitoring of the defined action plan, as well as an organisational structure responsible for achieving these objectives and implement the defined risk procedures.

All of Greenvolt Group professionals are responsible for promoting Diversity, Equality and Inclusion principles as a fundamental value on a day-to-day basis. Whenever a professional is a victim or witness of a situation where any of the Diversity, Equality and Inclusion principles as set on this Policy are not complied with, they should report it by email to [people@greevolt.pt](mailto:people@greevolt.pt) or through the whistleblowing channel provided in the Whistleblowing Policy [[denunciainterna@greevolt.pt](mailto:denunciainterna@greevolt.pt)].

# Action Plan

## 2025



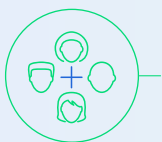
### Equality

- **40%** of women in the company in our global workforce;
- **30%** of women in leadership positions in our global workforce;
- Continue to implement **equal remuneration** (women vs men) for the same job and standard salary review procedures;
- Creation of **partnerships** with educational institutions that promote the attractiveness of the female gender for curricular programs aligned with Renewable Energies, example, professional courses for installers.



### Integration

- **1%** of employees living with **disabilities** integrated in our corporate structure;
- Other initiatives to encourage GreenVolt inclusion action, such as internships or collaboration with specific programs to support people with disabilities to have a job.



### Inclusion

- Define two more benefits to promote work life balance to all GreenVolt Group employees;
- Create a **Women@GreenVoltClub**, a space for all to colleagues share their experiences and concerns, and talk about the subject openly;
- Guarantee more than one nationality among employees per country where GreenVolt operates.