

Diversity, Equity, and Inclusion policy

At European Energy, we are steadfast in our commitment to fostering a workplace environment that not only respects but thrives on diversity, equity, and inclusion (DEI). We believe in empowering each of our employees to reach their full potential, unhindered by age, disability, gender, race, religion, sexual orientation or any other protected characteristic.

Our DEI Policy: Framework and Scope

This policy sets forth guidelines that inform and govern our company's practices and policies concerning recruitment, compensation, benefits, professional development, promotions, transfers, social programs, layoffs, terminations, and the continual nurturing of a work environment rooted in diversity, equity, and inclusion. It is pertinent to all employees and affiliates of European Energy.

The Diversity, Equity, and Inclusion Committee at European Energy plays a crucial role in advising management on DEI-related matters, ensuring that our policies stay relevant and effective.

Rationale Behind Our DEI Policy

Our unwavering commitment to diversity, equity, and inclusion stems from the conviction that an inclusive and respectful workplace is pivotal to our success. By embracing diversity, we unlock the door to enhanced creativity, innovation, and engagement, factors that fuel better performance and stronger connections among teams.

This policy serves as a compass, guiding you toward understanding the critical role of diversity and inclusion within our company and how you, as part of our valued team, can contribute to cultivating a welcoming and inclusive work atmosphere.

Our DEI Commitment

We pledge to create a discrimination-free environment where harassment, regardless of its basis—be it age, disability, gender, race, religion, sexual orientation or any other protected characteristic—is not tolerated. We promise equal opportunities for all, and any discriminatory or harassing behavior will meet with decisive disciplinary action, potentially including termination.

Our commitment transcends non-discrimination. We actively seek to promote diversity and inclusion through deliberate strategies in recruitment, promotion, and continuous employee support and training, ensuring everyone feels appreciated and respected.

We recognize that a diverse, equitable, and inclusive workplace is paramount to our prosperity, and we are devoted to backing every employee in this endeavor. We invite all members of European Energy to participate wholeheartedly in nurturing a culture that respects and values individual differences.

Defining Diversity, Equity, and Inclusion at European Energy

DIVERSITY:

Diversity acknowledges and appreciates our individual differences, recognizing the unique blend of knowledge, skills, and experiences each person brings to the workplace. We aspire to have a workforce that reflects the richness of diversity found in the wider community, encompassing attributes such as race, ethnicity, gender, age, political beliefs, education, socioeconomic

background, sexual orientation, disability, religion, language, geographical orientation, and culture.



EQUITY:

Equity ensures fairness within our company, guaranteeing that all employees have access to the same opportunities. It recognizes that everyone is unique and requires different strategies for equalizing opportunities. Constant vigilance in identifying and eliminating barriers is key to fostering an equitable environment.

INCLUSION:

Inclusion is the mechanism through which diversity and equity are actualized. It involves creating an environment of involvement, respect, and connection, where the richness of ideas, backgrounds, and perspectives are harnessed to create business value.

Responsibilities Within Our DEI Framework

ALL EMPLOYEES:

DEI is a collective responsibility. Each member of European Energy is tasked with:
Upholding the dignity and diversity of all individuals.
Contributing to an inclusive environment free of discrimination, harassment, and bullying.
Recognizing and mitigating unconscious biases that may impact our inclusivity.
Practicing conscious inclusion, intentionally fostering diversity, equity, and a sense of belonging in every interaction.

EXTENDED LEADERSHIP TEAM:

Our Extended Leadership Team (ELT) holds accountability for specific DEI outcomes, which are integral to their performance objectives. Responsibilities include ensuring non-discriminatory employment decisions, setting DEI goals, promoting equity and inclusion, and mitigating unconscious bias in all aspects of employment and talent management.

MANAGEMENT:

The management team bears the ultimate responsibility for addressing DEI issues effectively. Although the DEI Committee provides valuable insights, final decisions, especially those concerning sanctions or HR issues related to DEI policy violations, reside with the management team.

At European Energy, our commitment to diversity, equity, and inclusion is unwavering. It's not just a policy; it's the foundation of our culture, driving our success, innovation, and sense of community. Join us in upholding these principles and contributing to a workplace where everyone is valued, and every voice is heard.