

Equal Opportunity & Diversity

ENGLISH





Esdec Solar Group believes in equal employment opportunity. We are committed to a policy of equal employment opportunity for all applicants and employees. It is our policy that employees will not be subjected to unlawful discrimination based on race, color, religion, sex (including pregnancy, childbirth, and pregnancy-related conditions), age, national origin or ancestry, physical or mental disability, veteran or military status, marital status, sexual orientation, gender identity or expression (including transgender or non-binary status), genetic information, political ideology, and any other basis. This policy applies to all terms and conditions of employment, including (but not limited to) recruitment, hiring, transfers, promotions, training, discipline, termination,

compensation and benefits, performance appraisals, education, and social and recreational programs.

Esdec Solar Group embraces change and celebrates a diverse workplace. We are committed to fostering, cultivating, and preserving a culture of diversity and inclusion. Our employees are our most valuable asset. The collective sum of individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of not only our culture, but also of our reputation and achievements. We embrace and encourage our employees' differences in age,

color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socioeconomic status, veteran status, and other characteristics that make our employees unique.

Esdec Solar Group fosters the ongoing development of a work environment built on the premise of diversity, equity, and inclusion that encourages and enforces:

- Respectful and professional communication and cooperation between all employees
- teamwork and employee participation, permitting the representation of all groups and employee perspectives
- Work/life balance through flexible work schedules to accommodate employees' varying needs
- Reasonable accommodation related to an individual's physical or mental disability, sincerely held religious beliefs and practices, and/or any other reason required by applicable law
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity. We at Esdec Solar Group do the right thing. All our employees always have a responsibility to treat others with dignity and respect. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events

In this Equal Opportunity and Diversity Statement reference to "**Esdec Solar Group**" is to be read as a reference to **Esdec Solar Group B.V.** and/or each of its subsidiaries around the globe that are majority controlled or owned, directly or indirectly, by **Esdec Solar Group B.V.**

If you have been subjected to any kind of discrimination that conflicts with this Equal Opportunity and Diversity Statement and/or our Code of Conduct, we encourage you to speak up to allow **Esdec Solar Group** to deal with the situation proactively. Our Speak Up Policy describes how and where you can speak up about suspected misconduct without fear of retaliation. Furthermore, it describes what you may expect from **Esdec Solar Group** when you speak up, and what possible steps will be taken after you raise a concern.