

## EPH GROUP POLICY

### Equality, Diversity and Inclusion Policy

#### 1. DEFINITIONS

For the purposes of this Policy the below mentioned terms are defined as follows:

<b>EPH</b>	means Energetický a průmyslový holding, a.s. and all companies that are directly or indirectly controlled by it;
<b>EPH Group Company</b>	means any company which forms part of EPH;
<b>Employees</b>	means all employees, directors and officers of EPH Group and all persons working on a contract basis, whether on a temporary or a permanent basis, part-time or full-time;
<b>Intolerable Behaviour</b>	means bullying, harassment, victimisation and unlawful discrimination;
<b>Policy</b>	means this Equality, Diversity and Inclusion Policy;
<b>Unlawful discrimination</b>	means treating someone badly, or less favourably than others, on the basis of certain personal attributes; this includes 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.

#### 2. EQUALITY, DIVERSITY AND INCLUSION

Diversity refers to age, race, culture, sexual orientation, religion, marital status, and/or gender identity differences. In the workplace, diversity means that company staff consists of individuals who bring new perspectives and backgrounds to the table. Inclusion, on the other hand, means that everyone in the diverse mix feels involved, valued, respected, treated fairly, and embedded in company culture. Empowering all employees and recognizing their special talents is part of creating an inclusive company. Both aspects are important and with a concerted effort towards both inclusion and diversity, company workforce feels in place and supported.

A diverse and inclusive environment establishes a sense of belonging among employees. When employees feel more connected at work, they tend to work harder and smarter, producing higher quality work. There is an inherent value to a diverse workforce and an inclusive work environment: more holistic and grounded decision making, higher performance and more innovation, greater employee engagement and trust (higher engagement has a ripple effect on profitability, team morale, and retention) and enhanced market reputation; all this leading also to gains in the form of business results.

It is important to value the differences between people and to aim to develop an open and inclusive workplace that enhances diverse thinking at all levels in the organization for the purpose of employee

engagement and better meeting of the client needs. It is also important to actively encourage diversity and inclusion, finding ways of utilizing the differences that exist to improve the business and make people feel accepted and recognized.

To value each other and to ensure that all employees feel valued, included and are treated with respect and dignity is not only a business need but also a responsibility.

### **3. PURPOSE OF THE POLICY**

The Policy's purpose is to:

- i. provide equality, fairness and respect for all in our employment;
- ii. not unlawfully discriminate because of the characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex and sexual orientation;
- iii. oppose and avoid all forms of unlawful discrimination.
- iv. Promote equal opportunity amongst all company employees.

### **4. SCOPE**

The Policy applies to all Employees in all countries and territories that EPH Group operates in.

### **5. BASIC PRINCIPLES**

EPH is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination, in line with the ILO Convention No. 111 on discrimination. The aim is for our Employees to be truly representative of all sections of society and our customers, and for each Employee to feel respected and able to give their best. EPH strives to ensure that our Employees feel supported and comfortable at work. EPH recognises that our staff are our greatest asset and aims to attract and retain people with diverse skills, experience and background to deliver high-quality products and services. EPH appreciates that our Employees bring a range of differing skills and ideas to the workplace. EPH is also committed against unlawful discrimination of customers or the public.

### **6. STANDARDS AND COMMITMENTS**

#### **6.1. Equality, Diversity and Inclusion In the Workplace**

EPH commits to encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense. EPH offers an inclusive workplace where all Employees are able to be themselves, and access opportunities to allow them to reach their full potential regardless of individual differences and background. EPH recognizes that there is strength in the diversity of its Employees and harnessing these can assist it to improve the workplace, as well as enhancing its overall performance and decision-making.

#### **6.2. Working Environment**

EPH commits to create a working environment free of Intolerable Behaviour, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

This commitment includes training managers and all other Employees about their rights and responsibilities under the Policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment and prevent Intolerable Behaviour.

All staff should understand they, as well as their employer, can be held liable for acts of Intolerable Behaviour, in the course of their employment, against fellow employees, customers, suppliers and the public according to the applicable laws and regulations.

### **6.3. Handling of Complaints**

EPH commits to take seriously complaints of Intolerable Behaviour by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities. Such acts are dealt with as misconduct and appropriate action is taken.

If an Employee believes to may have suffered discrimination because of any of the above characteristics (Article 3 ii.), the appropriateness and feasibility of attempted informal resolution by discussion in the first instance with the line manager or another colleague in a relevant position of seniority should be considered. In the alternative the matter could be raised through the EPH Group Reporting of Serious Concerns Policy.

Allegations regarding potential breaches of this Policy will be treated in confidence and investigated in accordance with the appropriate procedure.

### **6.4. Training, Development and Progress**

EPH commits to make opportunities for training, development and progress available to all staff, who is helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

### **6.5. Merit-Based Decisions**

EPH commits to base the decisions concerning Employees on merit (apart from in any necessary and limited exemptions and exceptions allowed by local laws and regulations).

### **6.6. Employment Practices and Procedures**

EPH reviews its employment practices and procedures at least once a year to ensure fairness, and also updates them and the Policy to take account of changes in the law.

### **6.7. Monitoring**

EPH monitors the make-up of the workforce in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the Policy.

## **7. IMPLEMENTATION**

The Policy is implemented by all EPH Group Companies into their internal processes and rules of operations.

*Document approved by the Board of Directors of Energetický a průmyslový holding, a.s. at its meeting on March 31, 2021.*