

Diversity & Inclusion Policy

SENSECA Group

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Authorised from	CFO
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Date	Version	Name	Title
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Gender Notice

For better readability, the generic masculine is used in this document. The personal designations used refer to all genders – unless otherwise indicated.



Content

- 1. Introduction 4
- 2. Terms and definitions..... 4
 - 2.1. Diversity..... 4
 - 2.2. Inclusion 4
- 3. Purpose of this Policy 4
- 4. Scope of application 4
- 5. Engagement..... 5
- 6. Responsibilities and Monitoring 5
- 7. Review and update..... 6
- 8. Applicable documents..... 6
- 9. Date of getting into force 6

1. Introduction

The company's development and, more generally, the central importance of ESG issues and the challenges associated with the energy transition require even greater promotion of the specificities and talents of each individual.

In this ever-evolving context, the plurality of ideas and experiences is crucial for creating innovation and added value for SENSECA and its stakeholders.

Diversity and inclusion represent a core value and code of conduct that is deeply embedded in our daily interactions. Diversity and inclusion are a result of respect and appreciation for others.

Our Diversity and Inclusion Policy outlines the ways we put our vision into action and serves as a frame of reference for the C-suite, managers and employees, business partners, suppliers and others with whom we interact.

2. Terms and definitions

SENSECA believes that diversity and inclusion can only be achieved by adopting a long-term, systematic approach. This effort must begin with the perception of our employees and an understanding of the basic principle of efforts to promote diversity and inclusion.

2.1. Diversity

The term diversity means diversity or diversity. At its core, it encompasses individual, social and structural differences and similarities between people in terms of ethnic background, gender, sexual orientation, age, physical and mental ability, religion and ideology, and social background.

2.2. Inclusion

Inclusion is about creating a work environment where everyone has the opportunity to participate fully in the company's success, and where all employees are valued and respected for their unique skills, experiences, and perspectives, regardless of appearance, language, or physical limitation.

3. Purpose of this Policy

SENSECA promotes equal opportunities, guarantees respect for personal rights and freedoms, and values diversity (in terms of gender, age, ethnicity, culture, abilities, religion and nationality, experience, mindset, sexual orientation and identity, political views and other subjective characteristics) as a key element for the success and sustainable development of the company.

Our goal is to create a modern, flexible workplace that enables a thriving workforce where everyone is treated equally and respected for contributions made.

This Diversity and Inclusion Policy sets out the principles of SENSECA's Code of Conduct and Human Rights Policy and promotes actions that contribute to the achievement of our sustainability goals.

4. Scope of application

The policy serves as a guide and inspiration for the programs to promote diversity and inclusion in all SENSECA companies and applies to all employees, at all locations of SENSECA

Germany GmbH, including all international locations, regardless of their position, as well as contractors, suppliers, consultants, agents and others acting on behalf of the company.

SENSECA will consistently prosecute violations of this policy and punish them appropriately.

5. Engagement

With this Diversity & Inclusion Policy, SENSECA commits to:

- act impartially to eliminate all forms of direct or indirect discrimination
- to support, at all levels, the dissemination of a culture based on mutual respect and the valorization of differences, in order to promote and support the development of the potential of each individual for the benefit of the group's progress;
- set clear and measurable diversity and inclusion targets;
- achieve gender balance in personnel selection and development;
- manage the personal and professional experience of each individual and ensure fairness and inclusion, from joining the company, through mobility and development opportunities, to remuneration and termination of employment;
- identify and eliminate causes of unequal treatment in the definition of positions within the organization and their assignment;
- to create the conditions for each person to be able to identify and express their talents, develop their professionalism and employability in line with their personal values and goals;
- to create a physical and cultural working environment that fosters the development of trusting relationships and the appreciation of diverse ways of thinking, and in which everyone is welcome;
- create a professional environment that promotes the exchange of knowledge and experience and cooperation;
- promote work-life balance through the development of appropriate programmes and initiatives, including in terms of mobility and flexibility.

6. Responsibilities and Monitoring

Each person is responsible for implementing and disseminating the policy through his or her own conduct.

New employees are instructed on this policy when they start their new job, and all employees are regularly trained as part of their Code of Conduct training.

The responsible supervisor is responsible for supervising the organization of the training courses and sending employees to the training courses in good time. It is also responsible for monitoring the effectiveness of this procedure, verifying its implementation and evaluating its suitability and effectiveness.

In order to expedite the identification and elimination of any form of discrimination and inequality, any non-compliant behavior should be reported via the Compliance Officer or the Director of HR. The responsible persons examine the report while respecting the anonymity of the reporter and the reporter, assess the validity of the report received and determine any remedial measures.

The company has a procedure for anonymous reporting of violations and investigation of complaints (whistleblower system).

The whistleblower system offers reporters protection through anonymization, so that they are not exposed to any form of discrimination, retaliation for the negative consequences of their actions.



7. Review and update

The Company commits to a regular annual review and, based on this review, will keep its Diversity and Inclusion Policy up to date to ensure it is in line with applicable laws, industry best practices, and the Company's needs.

The Compliance Officer is responsible for reviewing, updating and implementing changes to this procedure. Any changes made must be approved by management and duly communicated to all employees and business partners.

8. Applicable documents

- 1. Code of Conduct of the SENSECA Group (CoC)
- 2. Human rights policy of the SENSECA Group
- 3. Whistleblower Policy of the SENSECA Group

9. Date of getting into force

This policy will enter into force on 25 July 2024 and replaces all previous publications and regulations.

Date	Name	Title	Signature
25-07-2024	Jürgen Schneider	COO/CFO	