

# EQUALITY, DIVERSITY & INCLUSION STATEMENT



## Strength in our Diversity

At Assala Energy, we are committed to recruiting, retaining, and developing high-performing, innovative and engaged employees. We promote, value, and cultivate a culture of diversity and inclusiveness in our workplace across all functions and geographies. Companies diverse in ethnicity and nationality, age, gender identity, race, and religion, are proven to get better results\*. More importantly, creating an environment where everyone, from any background, is equally valued, respected, empowered and accountable to do their best work is the Assala way.

Assala Energy values its workforce for the unique skills, abilities, creativity, experience, and perspectives which they bring to our business. We require that all employees, contractors, suppliers and third parties that Assala deals with recognise our commitment to equality, diversity and inclusiveness and act in accordance with them. In addition, we will comply with all relevant legislation and good practice to ensure everyone directly contributes to our success and positive reputation.

We strive to treat everyone with fairness, respect and dignity and expect those we work with to act in a way that is consistent with the Assala Spirit and Values. We have zero tolerance for any form of discrimination. Decisions related to recruitment, development and promotion are based upon equal opportunity, aptitude, and ability only. Decisions will not be influenced by factors such as age, gender, sexual orientation, marital status, race, colour, ethnic origin, religion, or belief, disability, political views, or any other characteristics protected by law.

At Assala Energy, we carry out an annual analysis on diversity, gender pay gap and our business operating systems so that we can identify any areas which could directly or indirectly hamper our commitment to a fair, transparent, respectful, and meritocracy-based working environment.

We provide regular training to our managers and, should things go wrong, we have various methods for reports to be made, including by an anonymous reporting service where behaviour or actions inconsistent with Assala's Values, Code of Conduct or policies can be made in multiple languages online, by phone or email. This reporting service is available 24 hours a day, 7 days a week.

Assala Energy's approach to equality, diversity and inclusion resonates throughout every business decision and is integrated in our Code of Conduct. At Assala Energy, we believe we can achieve all our goals with a workforce that reflects our diversity, as well as the diversity of our partners and the countries in which we operate.

Caroline Sourt

HSSE, Human Resources and Corporate Affairs Director