

	HR		
	Scatec Diversity and Inclusion Policy		Revision : 5
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Scatec Diversity, Equity, Inclusion and Belonging (DEIB) Policy



Contents

1	INTRODUCTION	3
1.1	Purpose:.....	3
1.2	Statement of equality and non-discrimination.....	3
1.3	Our Values	3
1.4	Objectives and Compliance	3
2	ACCOUNTABILITY.....	4
2.1	To whom this policy applies	4
2.2	Managers` responsibilities.....	4
2.3	Employees` responsibilities	4
2.4	Key Contact Channels	4
3	GUIDELINES AND REQUIREMENTS	4
3.1	Human rights	4
3.2	Equal opportunities	5
3.3	Zero tolerance for sexual harassment.....	5
4	DIVERSITY AND INCLUSION IN MEASURABLE OBJECTIVES.....	5
4.1	Recruitment – aiming for Gender balance.	5
4.2	Recruitment – candidates with special abilities	5
4.3	Learning and development	5
4.4	Female leadership and Talent pipeline.....	5
4.5	Work life balance and flexibility	6



1 INTRODUCTION

1.1 Purpose:

Diversity is a business imperative and a competitive advantage for Scatec. We believe that diversity enables better decision-making, increases value creation and we acknowledge its significance in meeting market and societal expectations. Scatec's Diversity, Equity, Inclusion and Belonging (DEIB) policy sets out how Scatec approaches DEIB in our workplace and provides a framework for targeted initiatives.

1.2 Statement of equality and non-discrimination

Our organisational culture is enriched by a strong commitment to diversity and inclusion across the organisation and at all levels. The DEIB policy, readily available to all employees, outlines Scatec's stance on promoting diversity and inclusion within the workplace. The annual Statement of Equality & Non-discrimination is available on our website.

- We uphold the highest standards of accountability in our business decisions, prioritizing the well-being and interests of employees, partners, local communities, and stakeholders.
- We regularly review our policies, practices, and frameworks to ensure equal opportunities, uphold human rights, and prevent sexual harassment.
- Our workplace promotes inclusivity and cultural differences. Ongoing cultural awareness training is provided throughout the organization.
- Our commitment to diversity, equity, inclusion, and belonging is reflected in our practices, policies, and procedures, encompassing but not limited to:
 - Hiring processes – striving for gender balance and bias free processes
 - Performance and rewards – focusing on work-life balance and employee wellbeing to enhance flexibility and adapt to evolving working conditions.
 - Learning and development programmes – we engage all employees in DEIB and cultural awareness training, with a special emphasis on achieving gender balance in leadership development.
 - Employee initiatives – driven by local teams in the markets where we operate.

1.3 Our Values

Our values guide us in how we conduct business and work together, serving as foundational principles for the DEIB policy.

- Changemakers
- Driving results
- Working together
- Predictable

1.4 Objectives and Compliance

The objective of the DEIB policy is to reinforce the Company's commitment to empowering employees. It establishes broad guidelines and requirements to ensure compliance with laws and regulations and that we act as role models when it comes to equal opportunities and human rights. Scatec is committed to upholding national, regional, and international legislation, continually assessing policies and practices to ensure accountability and continual progress.



2 ACCOUNTABILITY

2.1 To whom this policy applies

This policy applies to all employees, managers, and consultants of Scatec, including our subsidiaries and affiliates, and external partners representing or acting on behalf of Scatec.

2.2 Managers' responsibilities

Managers are expected to:

- Embrace and adhere to the DEIB policy in a compliant manner.
- Demonstrate their commitment to our ethical standards and lead by example.
- Implement the DEIB policy equitably in their day-to-day management.
- Foster a work environment characterized by respect, inclusion, and appreciation for diversity.
- Address behaviours that contradict Scatec's principles on diversity and inclusion and ensuring accountability among employees.

2.3 Employees' responsibilities

All employees are expected to:

- Embrace and adhere to the DEIB policy in a compliant manner.
- Demonstrate their commitment to our ethical standards.
- Actively contribute to the equitable implementation of the DEIB policy in daily work activities.
- Foster a work environment characterized by respect, inclusion, and appreciation for diversity.
- Voice concerns about inappropriate action or misconduct and contributing to company initiatives on diversity and inclusion.
- Uphold Scatec's principles on diversity and inclusion and take responsibility for their own behaviours, aligning with the company's values.

2.4 Key Contact Channels

Line managers are the primary contact to address all related concerns, with additional channels including:

- Country HR representative
- Compliance representatives
- Scatec's whistleblowing channel; see [Reporting Concerns – Scatec](#)

3 GUIDELINES AND REQUIREMENTS

3.1 Human rights

Operating in alignment with fundamental human rights is a priority. We bear the responsibility to prevent adverse impacts on our employees, suppliers, local communities, and all other stakeholder groups affected by our operations.



3.2 Equal opportunities

We value the diversity of our workforce. We are committed to a safe workplace with equal opportunities for all, free from any discrimination, bullying and harassment.

3.3 Zero tolerance for sexual harassment

We have a zero-tolerance policy against all forms of sexual harassment in the workplace. Anyone found to have sexually harassed another employee will be subject to disciplinary action, which may include dismissal from employment. All complaints of sexual harassment will be taken seriously and will be handled with respect and confidentiality. No one will face retaliation for reporting such incidents.

4 DIVERSITY AND INCLUSION IN MEASURABLE OBJECTIVES

4.1 Recruitment – aiming for Gender balance.

We are committed to ensuring fair and transparent hiring processes, necessitating the inclusion of gender-diverse candidate lists. We strive to ensure that all genders are appropriately represented on the interviewing panels for positions at all levels.

4.2 Recruitment – candidates with special abilities

We are committed to equal opportunities and strive to hire qualified individuals with disabilities or special needs ensuring an accessible workplace environment.

4.3 Learning and development

- We offer global career opportunities complemented by a comprehensive range of learning programs that encompass various aspects such as onboarding, competence development, cultural awareness, leadership development, and DEIB training.
- **Onboarding:** Our onboarding process includes mandatory e-learning, gamified training and face-to-face meetings incorporating DEIB awareness training
- **Competence development:** We facilitate personal development plans, networks, Learn@Lunch sessions and targeted functional training.
- **Culture awareness:** Cultural training is offered across teams, leadership teams, and project teams to enhance cultural understanding.
- **Diversity, Equity, Inclusion and Belonging (DEIB) training:** We conduct mandatory DEIB awareness and unconscious bias trainings, supported by a global DEIB Ambassador network.
- **Leadership development:** Our leadership development initiatives comprise Leader's Calls, Leadership masterclasses, coaching and a structured leadership team development program.
- **Graduate program:** Over several years, we have successfully run a graduate program across various departments in South Africa, aiming to integrate skilled and motivated young talents into our workforce. In 2023 we introduced a Bursary program to support under- and post graduate studies

4.4 Female leadership and Talent pipeline

At Scatec, we regularly review and identify our talent and leadership pipeline with a focus on increasing the representation of females in leadership positions. We actively provide coaching opportunities for many of our female leaders, and our succession planning endeavours to foster the promotion of female leaders, ensuring gender balance within our organization. Our commitment



extends to declaring gender presence within our leadership teams, striving to enhance the diversity of voices, opinions, and values in our decision-making processes. We conduct regular reviews of our organizational structure to ensure that each leadership role is crafted to promote equal opportunities for growth for all qualified candidates.

4.5 Work life balance and flexibility

Work life balance

Achieving productivity at work is closely tied to maintaining a balanced lifestyle- Scatec encourages a balanced lifestyle and, wherever feasible offers flexible working conditions. Three times a year, we conduct an employee engagement pulse surveys to gauge and address aspects of employee well-being, including work-life balance.

Accommodating flexible work arrangements

Scatec is committed to inclusivity and does not discriminate against people with different abilities., We ensure that suitable modifications are available and offered to accommodate special needs, as long as it does not pose undue hardship to the company's business. Employees can request special accommodations by reaching out to their respective manager and country HR.

Flexible work principles

At Scatec, we offer a flexible working model that allows employees to work from home based on a set of principles. More information can be found [here](#).

Scatec is committed to launch specific and measurable initiatives within our designated areas of focus. Reaffirming our commitment to diversity, equity, inclusion. This ensures that our workplace continuous to be an inclusive and supportive environment for everyone.