

Aspo Group

Diversity, Equity and Inclusion Policy

Purpose

The purpose of this policy is to communicate to all our stakeholders, including employees, customers, suppliers, shareholders, and the communities we serve, Aspo Group's commitment to promotion and upholding Equity, Diversity and Inclusion throughout all our business activities.

Our commitment

Aspo Group is committed to fostering an equitable, diverse and inclusive workplace that recognizes and values difference and where everyone is treated fairly with dignity and respect. We recognize that our diversity—the many different and unique things we individually and collectively bring to work each day—contributes to building a stronger workforce and forms a platform for success of the company.

An inclusive workforce with diverse perspectives, experiences and backgrounds that reflects the wider views of our global customers and stakeholders is not only valuable but also essential to creating sustainable value.

We embrace and encourage our employees' differences in age, colour, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, and other characteristics that make our employees unique.

Our approach

Our diversity, equity and inclusion initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment.

We encourage and enforce:

- Respectful communication and cooperation between all employees,
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives,
- Contribution to innovation and improved decision making through exposure to increased perspectives and ideas,
- Attraction of broader pool of candidates and improve employee retention,
- Building a strong workforce that is engaged and contributing to Aspo Group's Environmental, Social and Governance (ESG) goals, and
- Appropriate reflection the diversity of the communities in which we operate.

This policy is aligned to and should be read in conjunction with our Code of Conduct.



Enforcing this policy is our shared responsibility

All employees of Aspo Group are expected to treat others with dignity and respect and 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.

All Aspo Group employees have responsibility to report any discrimination or any behaviour that conflicts with this policy and should seek assistance from their superiors or HR. We recognise that not all individuals are comfortable reporting a breach of this policy or discrimination concerns to a supervisor or a member of HR. Our whistleblowing channel provides an anonymous channel to report concerns and breaches against this policy.

Review of the policy

The Policy will be periodically reviewed by the owner to ensure that it continues to comply with the relevant legal and regulatory requirements as well as with other policies of the company.

The President and CEO of Aspo Group or a person authorised by the CEO is entitled to make technical amendments to this policy when necessary.

Approved by Aspo Board of Directors 1. November 2023

Owner of the policy: SVP, Legal, HR and Sustainability