

# > DIVERSITY, EQUITY AND INCLUSION (DEI) POLICY

## Context and Purpose

Sustainability is one of the three pillars of REN's strategy, comprising five priority axes of action, which are linked to the 17 Sustainable Development Goals (SDGs):

- 1) Energy transition and climate change;
- 2) Natural capital management;
- 3) Employee recognition;
- 4) Value creation for stakeholders;
- 5) Responsible governance.

Within the scope of the "employee recognition" axis, we have defined the purpose of recognising our employees through their training/upskilling, compensation and protection, while ensuring an inclusive, safe and well-being-focused work environment, as well as promoting a culture of diversity, equity and inclusion, with a view to creating an ethical and respectful work environment.

The principles of diversity, equal treatment, and non-discrimination are an integral part of REN's values and institutional identity, and are embodied in the [Code of Conduct](#) and in the [Sustainability Strategy](#). REN and its employees are committed to basing their actions on the highest standards of integrity and individual dignity, and they shall report any practice that constitutes discrimination, through the designated channels for this purpose.

The purpose of this policy is to define the guiding principles of REN's Diversity, Equity and Inclusion (DEI) strategy, as well as to ensure that DEI initiatives contribute to the Sustainable Development Goals (SDGs) and are aligned with REN's environmental, social, economic and governance commitments, in order to reinforce its commitment to the [Universal Declaration of Human Rights](#), with the [ILO conventions](#) and the [Principles of the UN Global Compact](#).

## Scope

This policy applies to employees of all the group's companies.

## Concepts and Guiding Principles

The main concepts and guiding principles of DEI's policy are:

**Diversity:** Valuing and recognising employees' characteristics and experiences, including ethnicity, nationality, gender, age, physical disability, sexual orientation, political opinions or religious convictions.

**Equity:** Acknowledging the differences and taking the necessary steps to guarantee effective equal opportunities, with measures that promote the professional and personal development of all employees.

**Inclusion:** Fostering an environment where everyone feels recognised, respected and listened to, by promoting well-being, safety and ethics at work.

**Raise awareness:** Be an active agent, internally and externally, in raising awareness for the enactment of a conduct aimed to prohibit any distinction in the enjoyment of rights on the basis of race, gender, age, physical disability, sexual orientation, political opinions or religious convictions, by favouring instead the principle of equal opportunities, diversity and individual merit.

<sup>1</sup> For reading purposes, the term "employees" refers to all individuals, regardless of their gender identity.

**Align:** Ensuring that internal policies and practices are aligned with the principle of respecting and recognising the uniqueness of each individual, and with the REN Culture pillars (Responsibility, Collaboration and Meritocracy), placing greater emphasis on Human Resources processes (Recruitment, Training, Career Management and Work-Life Balance).

**Training/Upskilling:** Ensuring, through training and/or awareness-raising activities, that our employees have the necessary resources in order to minimise unconscious bias in all decision-making processes.

## Responsibilities of Main Parties Involved

### Executive Committee:

- Establish the vision and purposes of the policy;
- Provide the necessary resources and support;
- Ensure that DEI principles and practices are embedded across all areas of REN, in ESG risk management and in the annual sustainability report.

### Human Resources Department:

- Coordinate actions, make decisions and ensure that the DEI strategy is implemented consistently;
- Develop programmes and initiatives aimed at furthering a DEI culture across REN;
- Measure progress in implementing the DEI Policy and identify areas for improvement;
- Disseminate and keep the DEI Policy up to date.

### Directors/Heads of Department/Other hierarchical levels:

- Foster an inclusive work environment and ensure equity within their teams;
- Assist the Human Resources Department in disseminating and encouraging participation in the programmes and initiatives implemented.

### REN employees:

- Contribute to an inclusive culture, by encouraging respect and valuing diversity, and reporting inappropriate conduct.

## Monitoring and Dissemination

The DEI policy will be reviewed in line with the gender equality plan and the strategic cycle of the sustainability policy, or whenever there are legislative or regulatory changes on the matter.

The progress of DEI initiatives will be monitored and reported annually, and will include ESG indicators and feedback to stakeholders. In addition, the DEI policy shall be known to all, with internal and external dissemination, in order to promote awareness and ongoing training for all those involved.