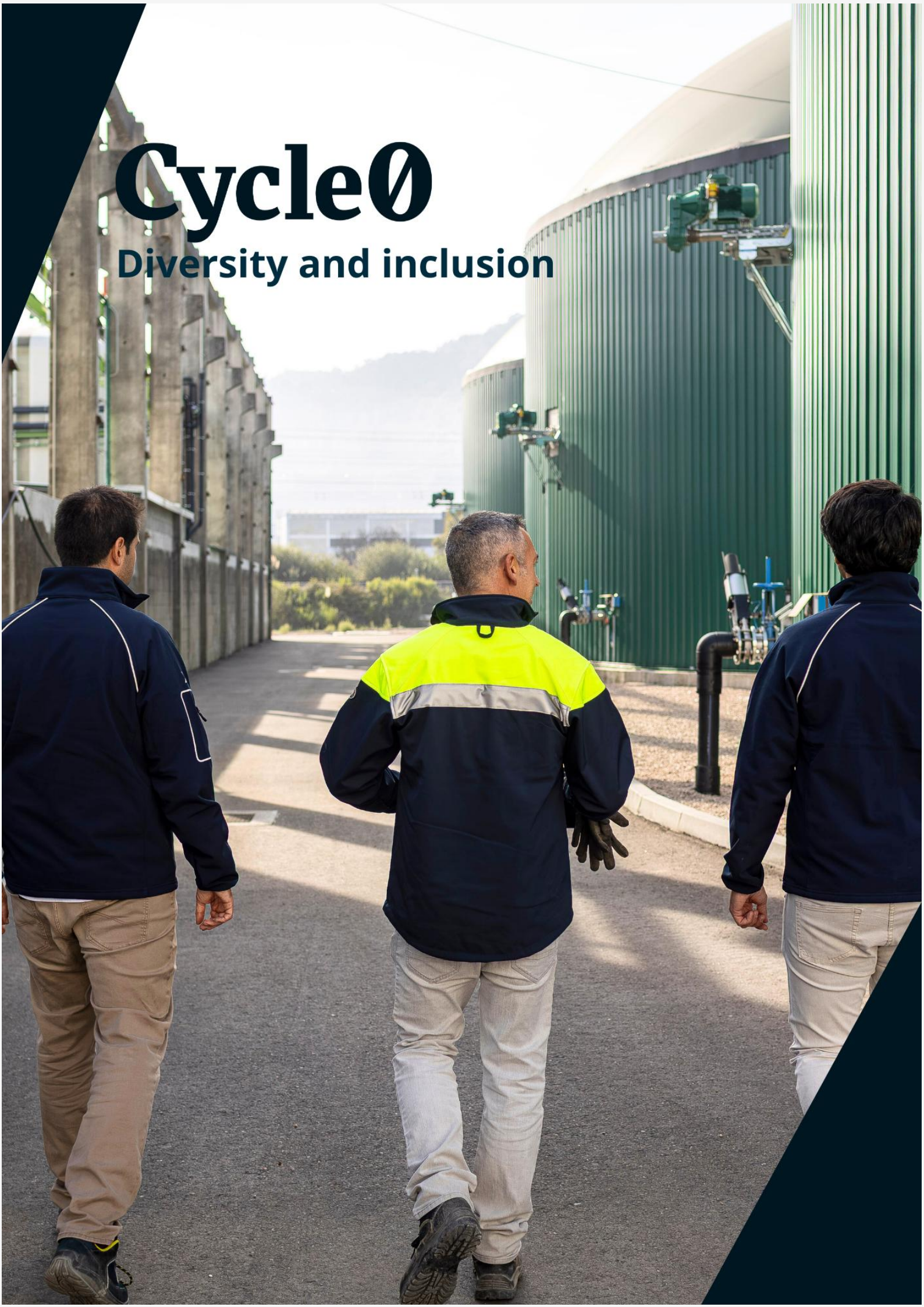
Cycle0

Diversity and inclusion



Purpose

This policy provides guidance to establish and maintain a workplace culture that promotes respect, inclusion, and equal opportunities. It reflects our core value 'Be Human', which strives to always treat our colleagues and business partners alike with respect and fairness.

Scope

This policy applies to all Employees of Cycle0 Group, its subsidiaries, branches, and operating assets over which it has effective control, as well as Subcontractors working on our behalf.

Definitions

The terms diversity, equality, equity, and inclusion (DEI) are at the heart of this policy.

'**Diversity'** means the celebration of individual differences amongst the workforce.

'**Equality**' means ensuring everyone has the same opportunities to fulfil their potential free from discrimination.

'**Equity**' means recognising barriers and that some groups are more advantaged than others, and putting measures in place to eliminate these barriers, ensuring equal opportunities for all.

'**Inclusion'** means ensuring everyone feels comfortable to be themselves at work and feels the worth of their contribution.

Our Commitments

Under this policy we are committed to value everyone equally and want to make sure that every colleague, business partner or customer, is treated with dignity and respect. To this aim we will:

Promote equal opportunities for all.

Build a workforce that represents our society.

Have zero-tolerance to discrimination or harassment.

Create and maintain a work environment that values and encourages individuality.

Our Expectations

We encourage all employees to join us in creating an inclusive workplace, and request you:

To value everyone equally and ensure every colleague is treated with dignity and respect.

To be aware of how one's behaviour and language may be perceived by others.

Respect and embrace differences in opinion, in culture and customs.

Callout and report inappropriate behaviour through the appropriate channels.

Evaluation

The People & Environment department is responsible for the implementation and monitoring of the policy objectives, which form part of our ESG Action Plan.