

Diversity, Equity & Inclusion Policy

February 2023

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Introduction

Hydro International is committed to fostering, cultivating, and preserving a culture of diversity, equity and inclusion.

Our culture of belonging is about uniting different backgrounds, beliefs, and experiences in an environment where everyone feels valued and works together to achieve greater outcomes.

It is our responsibility to create an inclusive environment and respect the dignity and diversity of all people.

This Policy guides how we engage with one another and inspires us to take purposeful action to support the customers, suppliers, employees, and communities we serve.

This ethos makes diversity, equity, and inclusion (DEI) every employee's responsibility around the globe.

This Policy is applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social initiatives; layoffs; redundancies; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity.

The Policy applies to all employees and anyone conducting work on behalf of Hydro International.

Employee Responsibilities

DEI is everyone's responsibility at Hydro International. It requires purposeful action every day.

Every employee is responsible for:

- Respecting the dignity and diversity of all people.
- Creating an inclusive environment that is free from discrimination, harassment, and bullying.
- Enhancing their awareness of potential unconscious bias and how

that might hinder our ability to be more inclusive and collaborative with one another.

- Focusing on conscious inclusion to be more intentional with their actions to drive diversity, equity and belonging.

Manager Responsibilities

Additionally, managers are accountable for specific DEI responsibilities.

These responsibilities include but are not limited to:

- Ensuring that employment-related decisions are free from discrimination.
- Mitigating potential unconscious bias in employment decisions and talent practices (including performance and development, compensation, hiring and promotion).
- Drawing from a broad pool of talent in a region in order to inclusively reach talent, increase number of diverse candidates and, ultimately, a workforce that reflects the communities we serve.
- Providing reasonable accommodations for qualified individuals with a disability and for those with needs related to their religious observance or practices in recognition of personal religious expression. What constitutes a reasonable accommodation depends on the facts and circumstances, and is addressed on a case-by-case basis.
- Cultivating a culture that inspires respect for all employees, customers, vendors, suppliers, contractors and others in the work environment.
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- Contacting local HR when becoming aware of an employee who may be subject to discrimination, harassment, or bullying, either by receiving such a complaint or otherwise receiving information about such conduct.
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- Appropriately addressing any other conduct not consistent with this or other policies, or with applicable laws relating to equal opportunity, diversity, equity, or inclusion.

Managers are also required to create an inclusive and safe work environment that supports DEI by:

- Ensuring a work environment that is free from discrimination, harassment, and bullying.
- Consistently displaying inclusive leadership, valuing all perspectives and listening to diverse points of view.
- Encouraging employees to collaborate, make suggestions, and respect and listen to diverse opinions.

Discrimination, Harassment and Bullying

Hydro International provides equal opportunities for employment.

We base employment decisions on merit, considering qualifications, skills, performance and achievements, and we do not tolerate discrimination against any employee or applicant for employment based on non-work-related personal characteristics, such as race, appearance, religious beliefs, pregnancy (including childbirth or related medical conditions, as well as breastfeeding needs), gender, sexual orientation, gender identity or expression, transgender status, national origin, ethnic origin or background, social origin, family or marital status, age, disability (physical or mental), medical condition, genetic information, union membership, veteran's status, or military service.

All of us have a right to work in an environment free from harassment or unwelcome offensive or improper conduct.

Our Company will not tolerate harassment, bullying or conduct that could lead or contribute to harassment of employees by managers, supervisors, or co-workers.

We also will actively seek to protect employees from harassment or bullying by non-employees in the workplace.

Similarly, Hydro International will not tolerate harassment or bullying by its employees of non-employees with whom our employees have a business, service, or professional relationship.

This also extends to conduct that takes place off Company premises (including on social media) that could reasonably impact employees or others within our workplace.

Reporting Inappropriate Conduct:

If an employee believes that they or another individual has been subjected to conduct prohibited by this Policy, the employee is urged and expected to report the relevant facts promptly.

An employee may make a report either verbally or in writing. Concerns can be raised to any member of Hydro International management, Human Resources or the Safe Call hotline/website found on SharePoint.

We take allegations of discrimination, harassment and bullying seriously and ensure they are appropriately investigated under the relevant policy process.

All reported incidents will be investigated with an effort to keep the source of the report confidential, with the disclosure of information as appropriate to facilitate the investigation or resolution of the matter.

Hydro International encourages employees to report in good faith any possible violation of this Policy.

Prohibition of Retaliation

We will not tolerate threats or acts of retaliation of any kind against any individuals because they report conduct reasonably believed to violate this Policy, or in good faith provide information in connection with a report or investigation of any such conduct.

Consequences

Employees who do not comply with this Policy and/or are found to have engaged in discrimination, harassment, or bullying, will be subject to appropriate disciplinary action, up to and including termination of employment.

Considerations

Hydro International complies with the laws of each country in which our companies do business.

It is the responsibility of each company's management and employees to be familiar and comply with the local equal opportunity laws and regulations which govern the business activities that they engage in.

Accordingly, to the extent that following local law would conflict with this Policy, local law must be adhered to.

Right to Terminate or Amend Policy

The Company reserves the right to modify, suspend, change, or terminate this Policy at any time, in accordance with local law.

This Policy does not create any contractual rights or obligations, whether expressed or implied.

Subject to local law, the English-language version will prevail.