

# DIVERSITY & INCLUSION POLICY

COLOURING ENERGY



### **PURPOSE**

VARO Energy ("VARO") is committed to providing equal opportunities in employment. The aim is to have a diverse workforce, representative of all sections of society, and build a culture where diversity is an asset and inclusion key to get the best out every member of our team.

VARO's Code of conduct is the overriding policy and this Diversity & Inclusion Policy is intended to assist VARO to put this commitment into practice and is applicable across the Group. Compliance with this policy will also ensure that employees do not commit unlawful acts of discrimination.

### **EQUAL OPPORTUNITY IN EMPLOYMENT**

VARO's business activities and benefit plans comply with all applicable laws, including those addressing equal opportunity.

Activities such as hiring, promotion and compensation of employees are conducted without regard to race, color, religion, sex, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, or age.

### **A WORKING ENVIRONMENT FREE OF HARASSMENT**

All employees of VARO have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflect inclusion during work, whether this is in or out of the work place, whether this is with colleagues, customers, suppliers, authorities, stakeholders or any member of the public.

Any form of illegal harassment or any other conduct that interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment will not be tolerated. Forms of harassment include, but are not limited to, unwelcome verbal or physical advances and sexually, racially or otherwise derogatory or discriminatory materials, statements or remarks.

### **OBLIGATION TO COMPLY WITH THIS POLICY AND TO REPORT BREACHES**

Every employee is required to assist VARO to meet its commitment to provide equal opportunities in employment and avoid unlawful discrimination, as well as illegal harassment.

Individuals who believe they or others have been subjected to discrimination or harassment should immediately report the incident to a member of VARO's Management Team, the Chief Legal Officer or the HR Director. All complaints will be promptly and thoroughly investigated.

VARO will take any complaint seriously and will seek to resolve any grievance that it upholds. The employee will not be penalised for raising a grievance, even if the grievance is not upheld, unless the complaint is both untrue and made in bad faith.