

## SOCIAL SUSTAINABILITY POLICY

### Statement of Intent

AMEA Power understands its leading role in contributing to the sustainable development of the communities in the countries where it operates and to the improvement of the quality of life of the people that live there.

To achieve this goal, AMEA Power seeks to align social collaboration with its business activities, through sustainable medium and long-term projects where it is present, reinforcing the trust between the company and the societies in which it operates and increasing its positive contributions to respect human rights and freedoms recognised by the Universal Declaration of the Human Rights as underpinned in the Sustainable Development Goals (SDGs) and the United Nation Compact Global (UNCG), and the International Labour Organization (ILO).

### Principles

**Ethics** – Encourage ethical values of respect of diversity, equal opportunities, social inclusion, dignity, freedom of expression and non-discrimination as per the behavioural guidelines in the company Code of Conduct.

**Employment conditions** – Establish mechanisms to ensure that terms of employment and associated working conditions throughout our areas of operation are in line with international best practice and the applicable legal framework.

**Grievance Mechanism** – Facilitate a fully functional grievance mechanism which is culturally appropriate, readily accessible and allows confidentiality across all our projects.

**Collaboration** – Cooperate with reputable institutions, NGOs and associations for the effective development of its social actions. Relationships and partnerships with public and private institutions are intended to combine efforts to support the community.

**Value for society** – Bring value to the geographical areas where AMEA Power operates by developing business models that contribute to local social development and improve people's quality of life.

**Medium and long term commitment** – Focus on initiatives for social action and community relations intended to have a lasting effect in the medium and long term.

### Implementation

AMEA Power is committed to fostering a culture of adoption of these principles among employees and stakeholders, making a positive contribution to the realization of human rights in ways that are relevant to its business. Every employee as well as the stakeholders are encouraged to make a tangible contribution to the delivery of AMEA Power's commitment to sustainable development.

August 25<sup>th</sup>, 2021

**Hussain AlNowais**

*Chairman - AMEA Power*

