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1. PURPOSE

At Energyneering, we value and respect all the differences that make each person unique. This is what Diversity means to us. Furthermore, we aim to leverage people's different perspectives and contributions as a powerful source of performance and innovation. To achieve this, we promote a sense of gender diversity and belonging in our employees by creating an inclusive work environment in which diverse talent can thrive, engage and contribute to our business results. The benefits of greater gender diversity in the energy workforce span multiple levels, including opportunities for women themselves, advantages for energy organizations, and improvements in the overall energy system. These enhancements can be categorized in terms of their environmental, economic, and cultural aspects Diversity & Inclusion are entrenched in our corporate values. They are part of our company heritage and, therefore, define who we are and how we want to conduct business. We also believe that Diversity & Inclusion create the conditions for our success as a company, by giving us access to a broader set of talent and skills, positioning us as an Employer of Choice, and helping us strengthen our links with our stakeholders and the communities in which we operate.

2. COVERAGE\ SCOPE

The policy applies to all employees who are working for Energyneering Company – full time, part time, casual and fixed term. The principles of Energyneering and the relevant legislation is an important foundation for this policy. This policy provides guidance for all people practices across Energyneering, including but not limited to those programs and initiatives specifically aimed at recognition and promoting workforce diversity.

3. VALUES AND COMMITMENTS

The Energyneering Company is committed to promoting a diverse and inclusive workforce in the solar industry. Solar is ushering in a clean energy revolution that's making our economy stronger every day. Our companies are bringing a new kind of power to homes and businesses. Solar embodies Zimbabwean values — it gives us choice, independence and democratization of energy. That's why it's critical that we make solar jobs and solar energy available and accessible to all Zimbabweans.

The purpose of this Diversity and Inclusion Policy is to promote respect for the law, equality and Inclusion for our employees in order to ensure that there is no discrimination by reason of race, gender, marital status, ideology, political opinions, nationality, religion or any other personal, physical or social condition and its diversity initiatives are applicable but not limited to our practices and policies on recruitment and selection, professional development and training, promotions, social and recreational programs, layoffs, terminations and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

1. Encourage and support diversity and inclusion in the company.
2. Promote a working environment in which employees recognize the value contributed by a diverse and inclusive workforce.
3. Make ourselves known as a company with positive diversity and inclusion practices

4. POLICY

4.1 DEFINITIONS

Diversity

We define diversity as the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other differing backgrounds or perspectives. Another way to define diversity is otherness — those human qualities that are different from our own and outside the groups to which we belong, yet present in other individuals and groups. We produced this policy because we want our members and others to be informed by best practices, and we want to demonstrate the commitment that's required to truly become more diverse. While the first goal is to build a more diverse workforce, we must also build systems that support these efforts. This is the essence of inclusion which can be defined as the practice of ensuring that through their work in organizations, people feel they belong, are engaged, valued, and connected to the goals and objectives of the organization.

Inclusion

The act of including; a strategy to leverage diversity. Diversity always exists in social systems. Inclusion, on the other hand, must be created. In order to leverage diversity, an environment must be created where people feel supported, listened to and able to do their personal best.

4.2 GUIDING PRINCIPLES

The commitment of the Energyneering to diversity and inclusion is based on the following

Principles:

1. Provide a work environment that promotes dignity and respect for all. No form of intimidation or harassment will be tolerated.
2. Break down barriers to promote the professional development of women at the highest levels of the company.
3. Ensure that the policies and practices of selection, hiring, remuneration, training, promotion and termination avoid any discriminatory bias.

4. Foster a motivational and creative working environment, where opportunities for hiring, training, development and promotion are available for all based on the knowledge, attitudes, abilities and skills required for the various positions.
5. Foster understanding of gender identity
6. Support employees who make use of reconciliation measures, provided they are permitted by the demands of work and applicable law.
7. Cultivate a culture that encourages collaboration, flexibility and fairness so that the whole can contribute with its maximum potential.
8. Provide all reasonable adjustments for persons with disabilities.
9. Promote understanding between cultures and equip our staff with the tools necessary for the development of a global mentality and to work effectively within all cultures, virtually or in person.
10. Offer information and training to the entire workforce so that it has the necessary tools and resources to create an appropriate workplace.
11. Develop a diversity and inclusion plan in order to ensure the implementation of this policy.
12. Ensure that this policy has the full commitment of all levels of the organization, especially the executive team.
13. Review this policy regularly in order to ensure the continuous improvement hereof.

The commitment to diversity and equality in the workplace is good management practice and makes sound business sense. Breaches of our diversity and equality policy will be regarded as misconduct and could lead to disciplinary proceedings. This policy is fully supported by senior management and has been agreed with employee representatives.

5. Responsibility for Workforce Diversity

In respecting and valuing the diversity among our employees, and all those with whom we do business, managers and employees are expected to ensure that there is a work environment free of all forms of discrimination and harassment.

The Board of Directors is tasked with reviewing the Policy on an annual basis, and updating it if appropriate.

The Executive Committee is tasked with providing the appropriate resources for implementing this

Policy and ensuring that it is properly reported, disseminated, and executed.

Managers Responsibilities

- Implementing this Policy as part of their day-to-day management of employees and in applying policies and practices in a fair and equitable way.
- Recognizing unacceptable behavior and taking immediate appropriate action.

Employees Responsibilities

- Implementing this Policy in their day-to-day work and their dealings with colleagues and customers.
- Notifying their line manager or senior management of any concerns with regard to the conduct of other employees.

Gender perspective and youth involvement

Our goal is to establish common group ambitions to attract and develop Female talent and to ensure a culture of inclusion. Adopting a gender perspective to Solar Workforce is critically important to ensure that women's contributions, their skills and views represent an integral part of the growing industry. Increased women's engagement expands the talent pool for the solar workforce. Meanwhile, greater gender diversity also brings substantial co-benefits. Studies suggest that women bring new perspectives to the workplace and improve collaboration, while increasing the number of qualified women in an organization's leadership yields better performance overall. In the context of energy access, engaging women as active agents in deploying off-grid solar energy solutions is known to improve sustainability and gender outcomes. Cultural benefits related to interactions, communication, and decision making represent another category of potential gain. Research suggests that women's participation in groups can lead to more effective and inclusive outcomes

At the larger energy-system scale, an additional social benefit of advancing women in the energy sector is the potential for greater social engagement in energy-system change. When more women work in and contribute to the energy sector, social awareness about energy and energy decisions will broaden

The diversity best practice for youth involvement to recruit candidates from educational programs for part time roles and recruit program graduates for full time opportunities and young candidates bring more ideas and knowledge.

Equal Opportunity

Candidacy for employment or advancement is based solely on the relevant qualities the candidate would bring to the job position. Equal opportunity extends to all aspects of the employment relationship, including but not limited to hiring, promotions, training and development, working conditions, compensation and benefits. All such decisions are made by using objective standards based on the individual's qualifications as they relate to the particular job.

Discriminatory Harassment and Bullying

Culture of inclusion: We aim to create a sense of belonging in our employees and fully engage them in our business. This is incompatible with any type of bullying or harassment in the workplace and we have developed clear guidelines to deal with this seriously and impartially

Discriminatory harassment is verbal, written or physical conduct that denigrates or shows hostility or aversion toward an individual because of his or her race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, marital status, citizenship, genetic information, or any other characteristic protected by statute, or that of his or her relatives, friends or associates, and that: a) has the purpose or effect of creating an intimidating, hostile or offensive work environment, b) has the purpose or effect of unreasonably interfering with an individual's work performance, or c) otherwise adversely affects an individual's employment opportunities. Harassing conduct includes but is not limited to:

- epithets, slurs or negative stereotyping;
- threatening, intimidating or hostile acts;
- denigrating jokes;
- written or graphic material that denigrates or shows hostility or aversion toward an individual or group that is placed on walls or elsewhere on the employer's premises or circulated in the workplace, on company time or using company equipment by e-mail, (including voice messages), text messages, social networking sites or other means.

Workplace Bullying includes but is not limited to:

- Verbal, Written or Electronic Bullying: slandering, ridiculing or maligning a person or his/her family; persistent name calling that is hurtful, insulting or humiliating; using a person as butt of jokes; and abusive remarks
- Gesture Bullying: non-verbal threatening gestures, glances which can convey threatening messages
- Exclusion: socially or physically excluding or disregarding a person in work-related activities

The harassment and bullying may come from a supervisor, co-worker, or a non-employee who has a business relationship with the Company.

Sexual Harassment

Sexual harassment includes, but is not limited to, unwelcome or unwanted sexual advances, requests for sexual favors, as well as other conduct of a sexual nature when:

- The submission to or rejection of such conduct is made a condition of the employee's continued employment, or used as the basis for any employment decisions affecting the employee; or
- The conduct, if unwelcome and severe or pervasive, creates an intimidating, hostile or offensive working environment, or unreasonably interferes with an employee's work environment.
- Examples of what may constitute sexual harassment, besides sexual advances and requests for sexual favors include, but are not limited to:
 - Verbal: suggestive comments; statements or questions about personal sexual matters; insults, threats or jokes about personal or physical traits; or jokes of a sexual nature.
 - Non-verbal: suggestive or insulting noises; obscene gestures; or the use of literature, emails or pictures which are sexually suggestive, revealing, demeaning or pornographic.
 - Physical: touching, pinching, rubbing or massaging the body; coercing sexual relations; or assault.

Religious Accommodation

Energynearing respects the religious beliefs and practices of all employees and will make, on request, an accommodation for such observances when a reasonable accommodation is available that does not create an undue hardship on the company's business. Requesting a Religious Accommodation An employee whose religious beliefs or practices conflict with his or her job, work schedule, or with the standard or practice on dress and appearance, or with other aspects of employment, and who seeks a religious accommodation should make a request for the accommodation to his or her immediate supervisor. The request should include the type of religious conflict that exists and the employee's suggested accommodation.

Disabilities Accommodation

Energynearing values the contributions of persons with differing abilities. We are committed to the inclusion of persons with disabilities in our workforce. We do not discriminate on the basis of any known mental or physical disability that is protected by law, a history of disability, a perceived disability or an association with someone with a known disability. Our policy applies to job application procedures, hiring, termination, advancement, compensation, job training, relocation and other aspects of employment. We recognize that at some time during your employment you may require a reasonable accommodation to perform the essential functions of your job.

What is an Accommodation?

- An accommodation is a modification or an adjustment to a job, the work environment or the way things usually are done, which enables a qualified individual with a disability to perform the essential job functions of his/her job or to enjoy equal benefits and privileges of employment.

- A reasonable accommodation is one that does not cause an undue hardship to the company or pose a significant risk to the health or safety of the qualified individual or others.
- A qualified individual is a disabled employee who meets the legitimate skill, experience, education or other requirements of a position that he or she holds or seeks, and who can perform the essential functions of the position with or without reasonable accommodation.

Examples of accommodations include, but are not limited to: workplace modifications, leave time, specialized equipment, or reassignment to a vacant position for which you are qualified. You may request an accommodation at any time. We may request medical information to certify that you have a covered disability. In the event that it is necessary to do so, the information will be evaluated by Human Resources or an appropriate designee.

Requesting a Disabilities Accommodation

Requests for accommodations are voluntary and confidential. If you think you require an accommodation during your employment, please inform your manager or Human Resources. We will work with you to determine whether an accommodation will enable you to perform the essential functions of your job. Additionally, there may be times when we recognize that you may need an accommodation and will offer one accordingly. You may obtain a description of your position for your physician's review upon request to your manager or Human Resources. You may be requested to provide information from your doctor in order to determine what reasonable accommodations may be available to you. Any information you provide will remain confidential. The information should be provided to Human Resources or an appropriate designee and not to your manager. If you are given an accommodation, it will be documented in your Human Resources file.

Note: If you are a qualified individual with a disability and believe you have not been provided the appropriate accommodation, been discriminated against, or been retaliated against, please contact Human Resources or Employee Relations.

6. Governance

The law

This policy will be implemented within the framework of the relevant legislation, which includes:

- National Gender Policy (2013–2017) that places strong emphasis on gender equality and equity and envisions a gender-just society in which men and women enjoy equity, and benefit as equal partners in the development of the country
- Zimbabwe Gender Commission Act (Chapter 10:31)
- Disabled persons Act Chapter (17:01)
- Employers under a fundamental duty not to discriminate against employees or prospective employees on the basis specified grounds. In terms of s.23 of the Declaration of Rights contained in Part III of the Constitution,
- Anti-discrimination legislation ‘...no person shall be discriminated against on creed, gender, religion, political affiliation etc.’ this also applies to employment contracts. Equally in terms of s.5(1) of the Labour Act (Chapter 28:01), employers are under a fundamental duty to refrain from discrimination: ‘...against any employee or prospective employee on grounds of race, tribe, place of origin, political opinion, creed, gender, pregnancy, HIV/AIDS status or any disability...’
- In terms of s.7 of the Labour Act (Chapter 28:01), employers are under a fundamental duty to respect the employee’s right to democracy in the workplace

7. Diversity Initiatives Measurement and Reporting

Annually the Human Resources will review the initiatives set by the business. Recommendations will be forwarded to the Energyneering Board with regard the diversity initiatives undertaken. Energyneering will monitor the performance of the diversity initiatives using appropriate measures and targets. Progress will be reported and monitored by the HR Department and reported in accordance with the Governance section of this policy. Energyneering Executive Management will, as appropriate, be assigned specific aspirational goals in relation to the diversity initiatives set by the Energyneering Board.

In support of the above policy, the company expressly prohibits any form of discrimination, harassment or bullying. It is the responsibility of each employee to respect the rights of coworkers. Employees should report any problems to their manager or their Human Resources or Employee Relations Representative.

8. Policy Review

The Human Resources will review the policy annually, and make recommendations to the Energyneering Board as to any changes it considers should be made.

Monitoring performance

Energyneering will monitor its progress towards diversity by doing the following:

- Monitor the ethnic, gender, age and disability profile of our employees to enable us to understand the composition of our workforce to identify any areas of inequality.

- Monitor applicants for jobs, training and development, grievances, disciplinary hearings, dismissals and other reasons for leaving.

9. Disclosure

Energynearing Board will make appropriate disclosure of this Policy to shareholders in Energynearing's Annual Report. This will include outlining specific objectives regarding gender diversity.

10. Contact

Employees may ask questions, raise concerns or report instances of potential non-compliance with this Policy by contacting any of the following:

"It's well-known that diversity in teams leads to better decision making, greater innovation and ultimately higher returns, but inclusion is what connects people to the business, and we believe it's one of the core reasons they stay."