

Translation from Romanian

DIVERSITY AND INCLUSION POLICY

Through its mission, GreenGroup is committed to supporting and helping to identify solutions to some of the greatest global challenges of our times: saving natural resources..



Diversity and inclusion policy

For global companies, such as GreenGroup, which develop their business in various locations and implicitly various organizational cultures, setting a work policy characterized by diversity and inclusion is vital for the sustainability and organic development of the business.

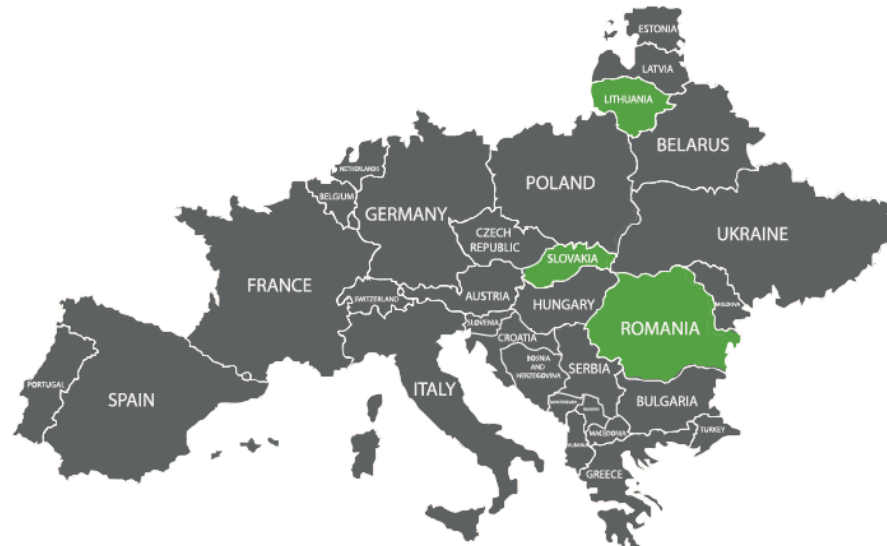
Through its mission, GreenGroup is committed to supporting and helping to identify solutions to some of the greatest global challenges of our times: saving natural resources.

This is only possible thanks to our exceptional employees who, day in and day out, work for **a better, safer, “greener” future**, for all of us, regardless of age, race, nationality, religion or gender.



As employers of about 2000 people, from various regions of Romania but also from Slovakia and Lithuania, we witness, day by day, witnesses of a real diversity in all its forms, derived from: national culture, experience, studies, skills leadership, managerial style and work capacity, etc..

2000 employees



To these are added: (i) belonging to the ABRIS group of companies with broad principles applied in terms of diversity and inclusion among portfolio companies, (ii) collaboration with various business partners around the world, with values and principles applied sustainably (iii) the support of institutional partners with real organizational skills and responsibility demonstrated in terms of diversity and inclusion.

All these forms of partnership have created, in GreenGroup, a solid policy, which is based on the following key principles:



Non-discrimination and equal treatment of all colleagues, based on professional skills and competences.



Equal opportunities and dignity regardless of the form of diversity.



Creating an inclusive work environment and developing a workforce defined by diversity



Cultivating relationships, beyond commercial interests, with various communities and organizations.

In order to strengthen the commitment to diversity and inclusion, based on the above-mentioned principles, GreenGroup adopted, in March 2021, the Declaration of Respect for Human Rights, with the intention of promoting ethical conduct in all its activities and relations, periodically translated into a concrete action plan described in the Sustainability Report.



Code of Human Rights and Social Principles of the GreenGroup provides respect for diversity and non-discrimination: „*GreenGroup rejects all forms of discrimination and is committed to ensuring that its employees and potential employees are treated with respect for diversity and to promoting equal opportunities, both at the beginning of the employment relationship and at every stage of it.*”

But diversity alone is not enough. Creating an inclusive culture, in which all voices are heard, encourages performance and job satisfaction. Therefore, inclusion is strategic for **GreenGroup** remain a **global winner**. It upholds the principles of ethics and respect for GreenGroup, as defined in the Ethics Code.

GreenGroup expects its employees to contribute to the creation and maintenance of a respectful and non-intimidating work environment, where differences in age, race, nationality, religion, gender and sexual orientation are embraced and promoted.



As a result, starting with 2018, we have implemented a set of corporate governance policies supported by training sessions, projects, work environment analysis questionnaires.



Through these policies and actions, prioritized by management as important in business strategy, we support an open dialogue with our employees on issues such as equal opportunities, gender equality, prejudice and stereotypes, the forms that discrimination can take. This open dialogue has increased the credibility of GreenGroup employees, giving them the opportunity to discuss the issues without hesitation and the confidence that we are a safe environment in which to operate.

Our diversity and inclusion policies underpin the strategy of recruiting and motivating human capital, which has successfully created value over time.



GreenGroup is committed to providing equal opportunities for employment in its companies. This means that we treat our GreenGroup colleagues and GreenGroup candidates fairly and avoid, in the recruitment process, never engaging in any illegal form of discrimination.

We respect all related laws and, in employment decision-making processes (such as recruitment, employment, training, pay and promotion), we do not discriminate against candidates / employees / collaborators based on race, colour, sex, age, national origin, religion, sexual orientation, identity

or gender expression, marital status, citizenship, disability, veteran status, HIV / AIDS status, or any other aspects protected by law.

Diversity also means being able to reinvent yourself every day, share experiences, think differently and be open to change, with a change in work mentality ultimately leading to innovation in our customer relationships. We are looking for people who see differences as opportunities to learn and grow, especially since the field of recycling is so promising in change, through the versatility of materials, sources and processes.



We are constantly reviewing and changing our strategy so that GreenGroup employees feel listened to, understood, respected and encouraged to help determine the direction of the Group.

In this regard, we have developed policies for non-discrimination, whistleblowing, conflict of interest management, gift giving and other benefits.

GreenGroup does its best to improve the work environment for all employees, being aware that beyond primary productivity, satisfied employees are more inspired, more involved and more prepared to innovate. As a result, it supports vocational training programs from basic to advanced level.



We have built and continue to build a strong culture of diversity and inclusion. In GreenGroup, we encourage different ways of thinking and acting, qualities and skills from the most diverse, new experiences and environments. We appreciate them because we are dedicated to being inclusive, recognizing and respecting all aspects of difference.

The signatory **IONITA CRISTINA**, certified translator and interpreter for English and Italian based on Certification Number 38082/21.01.2021 by the Romanian Ministry of Justice, I hereby certify the accuracy and the completeness of the translation **from Romanian to English** of the document presented to me without omissions, and, that through the translation, the content and meaning of the document were not altered. The document, which was requested for translation in full, has altogether **7 pages**, bears the title of **Diversity and inclusion policy**, was issued by the **GreenTech S.A.** and it has been presented to me in its full form. The resulting translation has **7 pages** and was undertaken based upon written request no. **8038/08.11.2021**, kept in the signatory's archive. Levied with fee according to related receipt.

