

**1.1** As a member of Doosan Enerbility Group, Doosan Škoda Power a.s. (“Doosan”) rejects any discrimination in labour relations, whether on the grounds of age, gender, race, physical abilities, health, sexual orientation, gender identity, education, social status, ethnicity, religion, political affiliation, trade-union membership, or any other unjustified difference.

**1.2** In Doosan, we believe that the key to the long-term success of our business and service provision is and will continue to be the skills and competencies of our employees: as diverse, creative, and innovative as possible. In an era of advancing globalization and social and demographic change, the ability to perceive and respect diversity helps us build lasting relationships with our clients, business partners, and the general public.

**1.3** Doosan, therefore, in line with the European Diversity Charter, undertakes to strive to perform the following steps supporting diversity and inclusion:

- a) To publish this document, which was created with the assistance of Doosan employees through the trade-union organization, on the Doosan website ([www.doosanskodapower.com](http://www.doosanskodapower.com)), Doosan intranet and in the Doosan’s electronic database of internal regulations (Easy Archive).
- b) To develop a corporate culture based on mutual respect and appreciation of individual talent. We intend to create conditions in which all employees respect and adhere to these values.
- c) To introduce human resources management rules that promote diversity, with emphasis put on fair recruitment and selection of employees, access to training, career growth, evaluation and remuneration, personal and family circumstances.
- d) We will present our commitments, actions, and achievements to the public and inform our employees thereof.

**1.4** We perceive diversity as a principle that allows all people, regardless of their individual differences, to fully develop their personal potential. Voluntarily applying the principle of diversity means accepting, supporting, and further developing the talents of individuals. We are aware that this approach represents an opportunity for innovation.

**1.5** Doosan has long strived to create a working environment that is open to everyone regardless of gender, race, skin colour, nationality, ethnic origin, religion, worldview, health status, age, or sexual orientation.

**1.6** The following principles are part of the Doosan corporate culture:

- a) We accept the opinion of every employee.
- b) We respect the privacy of every individual.
- c) We take care to prevent discrimination and its manifestations.

**1.7** Diversity and inclusion as part of Doosan management

**1.7.1** The Doosan management supports the idea of diversity and inclusion.

**1.7.2** The company’s top management and managers at all management levels apply the principles of non-discrimination, diversity, and inclusion to the maximum extent possible in their decision-making.

**1.8** When recruiting new employees, we also adhere to the following principles that promote diversity and inclusion:

- a) We proceed without prejudice.
- b) We strive for transparency and fair treatment.
- c) We strive for diversity when creating teams and working groups.
- d) We also focus on creating job opportunities for people with disabilities.

**1.9 Potential development and career growth**

- a) We provide all employees with opportunities to develop their potential and to grow both personally and professionally.
- b) We contribute to the professional growth of apprentices, students, and graduates within the Vocational Training Centre and help them gain work experience and practice through trainee programmes.
- c) In the area of leadership development, elements promoting equal opportunities and diversity are included in everyday management practice.
- d) We focus on development programmes for employees with management potential.

**1.10 Doosan supports balance in working and private life**

- a) Within the scope of operational possibilities and needs, we use flexible forms of work to effectively balance work, private and family life.
- b) We communicate with employees on maternity and parental leave and provide them with support when they return to work.
- c) We help our employees take care of their physical and mental health and maintain a healthy lifestyle

**1.11 Equal remuneration principles**

- a) We respect the principle of equal remuneration and equal working conditions for the same or equivalent work.
- b) We apply the principle of fair remuneration. We determine remuneration based on objective and gender-neutral criteria.
- c) We will introduce tools for monitoring pay differences (gender pay gap).

**1.12** Doosan has established an ESG Committee to be responsible at the highest level for the introduction and evaluation of this Diversity and Inclusion Policy.