

Anti-discrimination policy of Stern Energy

Introduction

Stern Energy S.p.A. and its subsidiaries, hereafter referred to as "Stern Energy", are firmly committed to enhancing multiculturalism and eliminating gender inequalities, recognising the fundamental right of every individual to be treated with fairness and respect. This Anti-Discrimination Policy, hereinafter referred to as the "Policy", is designed to prevent discrimination within Stern Energy and to ensure that all employees can enjoy a working environment characterised by mutual respect and appreciation.

Scope of application

This policy applies to all employees of the Stern Energy, regardless of their position or employment relationship.

Principle of non-discrimination

Stern Energy is committed to upholding the principle of non-discrimination. This means that no person may be disadvantaged, hindered or harassed on the basis of gender, race, ethnic origin, religion, sexual orientation, disability, age or other protected characteristics.

Measures to prevent discrimination

We implement the following measures to prevent discrimination and promote an inclusive working environment:

- **Awareness and training:** We provide training and awareness activities for all employees to raise awareness of discrimination and promote behaviour that prevents discrimination.
- **Reporting system:** We have established a reporting system through which employees can report cases of discrimination or harassment. These reports are treated confidentially.
- **Investigation and action:** All reported cases of discrimination are carefully investigated. If discrimination is found, appropriate measures are taken to clarify the situation and prevent it from recurring in the future.

Stern Energy S.p.A.

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- Equal opportunities: We promote equal opportunities in all areas, including recruitment, promotion and career development. All decisions are made on the basis of qualifications and performance, without regard to protected characteristics.

Harassment

Stern Energy does not tolerate any form of harassment, be it sexual harassment or other types of harassing behaviour. Harassment will be considered a violation of this policy.

Effects of discrimination

This policy supports the values and Code of Conduct of Stern Energy. Violations of the policy are taken seriously. Depending on the severity of the violation, the consequences may range from a warning to termination of employment.

Summary

Stern Energy is committed to creating a working environment that is free from discrimination and harassment. We expect all employees to respect this anti-discrimination policy and actively contribute to the promotion of diversity and equality within the Stern Energy.

This policy is regularly reviewed and updated to ensure that it complies with current legal requirements and best practices.

Date of adoption and signature

Parma 12/02/2024

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