

Non-Discrimination and Anti-Harassment Commitment

B.Grimm Power is committed to maintaining a workplace free of discrimination, harassment (including sexual harassment) and retaliation, where each employee is treated equally and respected as an individual. Discrimination or harassment based on age, race, gender and/or gender identity, skin colour, disability, religion, nationality, sexual orientation, political opinion, marital status, pregnancy, or any other key characteristics is strictly prohibited. Prohibited sexual harassment includes conduct of a sexual nature which is unwanted and makes someone feel uncomfortable, humiliated, degraded, or hostile working environment. Such actions are considered as employee misconduct and will not be tolerated. We also prohibit and will not tolerate retaliation in any form against anyone who makes a complaint, testifies, or participates in a discrimination and/or harassment investigation.

Any employee who believes that they have been subjected to discrimination, harassment (including sexual harassment), and/or retaliation or any employee who has witnessed such actions must immediately report the circumstance to their supervisor, human resources manager, or to the Whistleblowing office via whistleblowing@bgrimmpower.com. Through the grievance procedure, B.Grimm Power will conduct a prompt, impartial and extensive investigation of a discrimination and/or harassment complaint. Complaints will be treated as confidential to the extent possible. The Investigation committee may investigate to find further evidence and witnesses. Disciplinary actions, ranging from a verbal or written reprimand, suspension to termination of employment, will be taken against the proven wrongdoer. For more information about the grievance policy, please visit [Whistleblowing and Grievance policy](#).

It is everyone's responsibility to ensure that our workplace is safe and free from discrimination and harassment. However, B.Grimm Power specifically expects every business unit head to set an example for non-discrimination and anti-harassment practices to all employees and will hold them to a higher standard of accountability. We also carry out the online training to raise awareness of non-discrimination and anti-harassment procedures, which all employees are required to participate in and pass the mandatory test on annual basis.