

## Equal Employment Policy

### Equal Employment Opportunity Policy Statement

Zenergy Asia Pacific Pty Ltd (Zenergy) is committed to being an equal opportunity employer. As part of our ongoing efforts to promote best practice and establish ourselves as an Employer of Choice within our industry, we strive to provide equal opportunity for all employees in every aspect of their employment, including training and advancement.

### Definition of Equal Opportunity

Equal Opportunity ensures that every individual, regardless of gender, race, colour, age, marital or parental status, carer responsibilities, sexual preference, disability, or religious belief, receives fair consideration for employment opportunities and related benefits such as staff training and professional development.

### Purpose and Objectives of the Policy

The purpose of this Equal Employment Opportunity (EEO) policy is to address historical disadvantages faced by certain groups and increase their access to employment and participation in the workplace. This policy is designed to guarantee that all employment practices are free from discrimination and that all appointments are based strictly on merit.

### Scope and Commitment

Our commitment to EEO extends to all facets of employment, including recruitment, promotion, transfer, training, development, and terms and conditions of service. EEO reinforces the principle that employment decisions are made on merit. No employee will be denied opportunities or be treated differently due to irrelevant personal characteristics such as gender, race, disability, or age.

### Valuing Employees

At Zenergy, we ensure that all employees are treated with respect and are valued for their skills, talents, and expertise as they relate to their roles within the company.

### Corporate Responsibility

Our commitment to equality of opportunity is a core corporate objective. Responsibility for upholding this policy rests with all managers and employees across Zenergy.

### Employee Responsibilities

It is the responsibility of every staff member to act with integrity by complying with this policy, reporting any incidents or suspected breaches, refraining from unlawful behaviour, and fostering a work environment where such conduct is not tolerated.

### Addressing Breaches

If a breach of this policy occurs, Zenergy will take all practical steps to maintain a safe and fair workplace. This includes implementing disciplinary action against any employee found to have violated the policy.



**Dean Woods**, Director Zenergy Safety, Health and Wellbeing

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