



OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM

COMPANY'S POLICIES AND MANAGEMENT COMMITMENT DIVERSITY, EQUITY & INCLUSION POLICY

Diversity, Equity & Inclusion Policy

ALPHA GAS S.A. is committed to promote a welcoming, diverse and discrimination- and bullying/harassment-free workplace and commits to:

1. Promote equal opportunities and treat all personnel fairly, with care, respect, dignity, without discrimination based on any protected characteristic (like age, civil status, color, culture, descent, disability, gender, language, maternity/paternity, national or ethnic origin, political opinion, pregnancy, race, religion, sexual orientation, etc.).
2. Promote equal opportunities in recruitment, hiring, development, promotion, terms and conditions of employment and benefits
3. Comply with the relevant regional legislation.
4. Communicate guidelines and "Dos and Don'ts" aiming to facilitating optimal social personnel relations based on principles of fairness, diversity, respect and dignity.
5. Promote an inclusive working culture by facilitating teamwork, transparency, trust, respect and fair treatment among all shore and seagoing personnel.
6. Encourage reporting of relevant grievances through its Open Reporting Policy
7. Oppose and avoid all forms of unlawful discrimination in all its processes, including but not limited to:
 - a. Pay and benefits
 - b. Terms and conditions of employment
 - c. Dealing with grievances and discipline
 - d. Dismissal
 - e. Redundancy
 - f. Leave for parents
 - g. Requests for flexible working
 - h. Selection for employment, promotion, training or other development opportunities.
8. Monitor the composition of its personnel regarding aspects such as age, sex, ethnic background, sexual orientation, religion or belief, and disability.
9. Encourage Diversity, Equity & Inclusion, through relevant improvement action plans.
10. Review employment practices and procedures, when necessary, to ensure fairness, and also update them and the policy to take account of changes in the law.

All personnel and hired contractors are required to comply with this policy.

Date: 18/02/2025
