



Diversity, Equity, and Inclusion (DEI) Policy Statement

Leeward Renewable Energy (LRE) is committed to a culture of diversity, equity, inclusion and belonging. We provide a safe and inclusive workplace where all employees can bring their whole selves to work and where the contributions of all individuals are valued and respected. We believe that our workforce should reflect the vast diversity of the population in which we operate and that diverse voices should be elevated and intentionally integrated into our work. It is the responsibility of all employees to model the appropriate behaviors to ensure we deliver on this commitment.

We know embracing our differences by building an inclusive and diverse workforce promotes innovation, creativity, and collaboration. Therefore, a strong commitment to diversity, equity, and inclusion is essential to LRE's success.

LRE is committed to:

Compliance

- Complying with all applicable laws, regulations, and LRE policies, processes, and procedures
- Setting clear expectations to avoid all forms of discrimination, including gender, age, race/ethnicity, cultural background, native language, religion, sexual orientation, veteran status, physical and mental ability, education, experience, family or marital status and responsibilities, and socio-economic status.

Diversity, Equity, and Inclusion

- Ensuring all people are treated fairly with dignity and respect
- Building a workplace that fosters a sense of inclusion and belonging free of discrimination, harassment, and bullying supporting education and open communication
- Equitable business practices and policies, recruitment and hiring, compensation and benefits, learning and development, performance management, succession planning and promotions, transfers, social and recreational programs, and employee development opportunities
- Ensuring representation of a diverse workforce at all levels of the organization
- Practices that facilitate business with diverse suppliers
- Providing mandatory training that includes the review of discrimination and harassment policies, and education on the use of respectful (verses harmful) language and actions
- Empowering voluntary employee resource groups made up of individuals who come together based on common interests, backgrounds, and self-identified common factors

Transparency

- Establishing a culture of belonging built on a foundation of trust through the transparency of our DEI data, programs, initiatives, and objectives to ensure a continued dialogue and accountability in our DEI commitment

Continuous Improvement

- Conducting ongoing reviews of our DEI Policy Statement, objectives, targets, policies, and procedures
- Incorporating lessons learned and best practices to ensure decisions and actions are aligned with our company mission, vision, and values, and,
- Revisiting and republishing our DEI Policy Statement no less than annually, revisit and republish

Signature: Jason Allen

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Chief Executive Officer

Date: 12/15/2022