

Brunel International N.V.

Global Diversity, Inclusion and Belonging Policy

About Brunel

Founded in 1975, Brunel is a global specialist delivering customised project and workforce solutions to drive sustainable industry transformations through technology and talent. With a broad international presence and a strong network of experts worldwide, we deliver Project and Consulting Solutions, Workforce Solutions and Global Mobility Solutions that transform global projects in Renewables, Conventional Energy, Mining, Life Sciences, Future Mobility, Industrials & Technology and many other sectors.

Guided by our passion for people and a commitment to integrity, we recognize our ability to create positive social and environmental impact. Our strategy embeds Environmental, Social, and Governance (ESG) principles at the heart of everything we do, driving sustainable and responsible growth across all markets.

Scope

This policy applies to all Brunel regions and entities, covering every aspect of our operations and partnerships.

1. Purpose

The purpose of this Diversity, Inclusion and Belonging policy, hereafter 'DIB policy' is to guide Brunel's commitment for integrating Diversity, Inclusion and Belonging in all aspects of its business conduct. At Brunel International and within its subsidiaries ('Brunel'), we are passionate about creating a diverse and inclusive work environment where everyone feels they belong. A diverse workforce drives positive impacts through innovation, better decisions and stronger performance, which creates value for all our stakeholders. An inclusive culture ensures all workforce members are heard and respected for their contributions and helps to maintain a rewarding work environment that encourages individual and business success. This DIB policy reflects the commitment of Brunel to foster a diverse and inclusive culture of belonging to support our business goals.

2. Our Commitment

As a company that prides itself on its cultural diversity and international presence, we recognize that our true strength lies in our collective commitment to a culture of excellence and mutual respect. "Passion for People" – our guiding principle and part of our company values – drives us every day to create a professional environment where every person is valued, heard and encouraged to do their best. We strive to create an environment where all colleagues have a strong sense of belonging, inclusive of characteristics such as race, creed, colour, religion, sex, age, national origin, marital status, citizenship, sexual orientation, gender identity, ethnicity, genetics, disability, handicap, veteran status, caste or any other status protected by law or regulation. We reinforce our commitment to belonging by applying a standard of equal treatment for all in our employment decisions including those related to recruitment, hiring, training,

remuneration, promotion, performance assessment, and disciplinary action. In addition, we are committed to maintaining an environment where individuals are treated with dignity. We do not engage in – and the company will not tolerate and condemns the promotion of – any form of harassment or discrimination, including sexual harassment. We do not tolerate workplace violence or bullying, whether in person or online. Violence and bullying include verbal or physical threats, or any other acts of aggression or violence advanced toward or by an individual. As a responsible organization, we are committed to constantly developing and enhancing our global diversity, inclusion and belonging practices across all regions. We will conduct regular reviews of this policy's deployment to ensure compliance with all applicable legal, regulatory, industry standards and Brunel policies.

3. Our culture

Our Brunel culture is the glue that holds our company together. It must exist outside the building - it is not a physical place, or one person - it's how we all think and act, our beliefs and behaviours. We are authentic and emphatic in building trust-based relationships with one another. We focus on creating a culture of conscious inclusion, diversity and belonging in our own organization, and with our client and community partners. We communicate openly and feel comfortable with addressing the uncomfortable. Where open communication with line management and/or HR managers is not perceived to be an option, we encourage all involved to make use of **SpeakUp**. This is a service ('communication tool') enabling all individuals interacting with Brunel to report their genuine concerns relating to suspect abuse at work in complete anonymity via the website, app or phone call

4. Deployment and Governance of the Global DIB policy

Our commitment to diversity, inclusion and belonging is driven from the top by our CEO - and our leaders are held accountable to nurture workplace cultures where people from all backgrounds feel welcome and valued. The Board of Directors is responsible for adopting this DIB policy for senior management and for the workforce. The CEO owns the overall DIB policy and programs and oversees its implementation across all regions. It is our objective to maintain Brunel's entrepreneurial spirit and to reinforce management leadership within the Brunel businesses. Therefore, developing a bespoke regional approach to Diversity, Inclusion and Belonging is a regional responsibility. Each regional's approach is to be guided by the following principles through which regional management, in collaboration with Brunel International, shall:

- Manage Diversity, Inclusiveness and Belonging in line with this global policy
- Promote a constructive DIB culture in which personal DIB leadership is defined & developed
- Establish & fund DIB councils which will establish & realise DIB agendas and targets
- Put in place a Plan-Do-Check-Act loop based on reported progress towards the established targets

- Based on reported progress and priorities, define annual DIB focus points that fit within the overall agenda
- Establish bespoke internal and external communication to support policy deployment
- Participate in Brunel's global DIB network for sharing of DIB practices and agendas

5. Link to Other Global Policies

This policy is a set of defined business conduct expectations captured in Brunel's Global Policies. This policy should be read in conjunction with the policies below:

- Global Code of Conduct Policy
- Global Health & Safety Policy
- Global Whistleblower Policy

The policies above can be found on the internal Connect policies pages and on www.brunelinternational.net => Corporate Governance => Governance documents