

Human Resources Policy

The ACWA Power Project Company, “ACWA Power Bash Wind LLC” is the entity responsible for the construction and operation of the 500MW Wind Farm at Bash in Uzbekistan.

Our aim is to improve the local economy within which we operate by maximizing local content, including employment, alongside supply chains, and materials. This is a core aspect of the Project Company’s operating philosophy, and our successful business model is predicated on our role as an investor in people, jobs and assets, all of which combine to deliver long term returns over the life cycle of this Wind Farm at Bash. We believe that this philosophy is paramount to ensuring long term growth and partnerships.

The people who work within our organisation are key pillars for our success. As such, with specific regard to Human Resources, ACWA Power Bash Wind LLC:

- Employs staff on the basis of equal opportunities and non-discrimination, whilst adhering to the International Labour Organization (ILO) and United Nations (UN) Conventions stated in IFC Performance Standard 2 for Labour and Working Conditions, including but not limited to the prevention of forced and child labour.
- Commits to providing a safe and healthy working environment for all employees.
- Upholds, respects, protects and fulfils human rights in accordance with the International Bill of Human Rights and any other instruments of international human rights such as those relating to the rights of women and children.
- Recognizes the importance of investing in our employees. We will provide regular training and development opportunities to ensure that our employees have the necessary skills and knowledge to perform their roles effectively.
- Commits to providing competitive remuneration and benefits packages to attract and retain the best talent.
- Fosters positive employee relations, based on mutual respect and open communication. We maintain an accessible grievance mechanism and process for whistleblowing without retribution or retaliation. We seek to maintain the privacy of our staff.
- Workers are free to join labour organisations (where the law permits) or have the ability to raise workplace concerns in a collective manner internally.

With specific regard to Gender Based Violence and Harassment (GBVH), including Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH), ACWA Power Bash Wind LLC will:

- Not accept or tolerate GBVH/SEA/SH in any form.

- Establish processes to identify, investigate and remedy instances of GBVH/SEA/SH whilst encouraging reporting of such instances, providing support to those involved and ensuring their dignity, respect and confidentiality.

In order to ensure monitoring and continual improvement of this policy ACWA Power Bash Wind LLC will:

- Implement systematic feedback systems to monitor, audit and report on human resources management and performance.
- Annually review this Human Resources Policy and set performance and management targets to enable continual improvement.

This policy statement is applicable to all our employees, EPC and their sub-contractors, visitors, key suppliers and service providers. The leaders and managers of ACWA Power Bash Wind LLC are accountable for monitoring and managing compliance and performance with this policy.

This policy will be shared with all Project workers and a signed copy displayed in a prominent position in the main Project Company office.

APPROVED BY:

Bahtiyor Ishnaev

CEO

ACWA Power Uzbekistan Wind Project

DATE:

27.04.2023