

PEOPLE POLICY

Policy Statement

AMEA Power purpose is to be a high performing company that delivers on its commitment and is a trusted partner in building sustainable, renewable power projects for today's and future generations.

Our goal is to build an organizational culture around our core values Passion, Respect, Integrity, and Professionalism and inject them into our business, and conduct our operations to international best practice standards.

AMEA power is led by a team of seasoned industry professionals and backed by a board and shareholders with sound investment, market and sector experience.

Our people are the greatest and most important assets in achieving short and long-term success! We persistently seek to attract, develop, empower and retain diverse pool of best-in-class talent across our target geographies, while building and maintaining a sustainable and high achieving workforce.

We also aspire to conduct ourselves to the highest ethical standards and earn the trust of all our stakeholders.

The purpose of this People Policy is to provide employees with an overview of the AMEA Power commitment to them and to outline the expectations of individual behaviour towards the company and fellow employees.

Principles

In complying with the following principles, the priority must always be the health and safety of our employees. Applying the key principles defined in the Health and Safety Policy is everyone's responsibility and must lead our approach to any People matter.

Framework

- AMEA Power has an Employees Handbook supported by company-wide documents and processes that set the standards by which the company operates.
- AMEA Power sets clear standards for all employees, which clearly define the company's requirements roles and the responsibilities of employees via PACSI Process.
- AMEA Power has disciplinary procedures that apply where there are allegations of misconduct. Formal procedures set out how employees can raise any concerns or complaints they may have.

Health and Wellbeing

- Knowing that our employees are the single most important factor to achieving success, AMEA Power ensures employee health, wellness and safety through programs focused on the prevention of occupational risks and the active promotion of healthy lifestyle habits and work/life balance.
- Our ambition is to create an environment of wellbeing where we can grow, be innovative and contribute to the overall success of the company.

Employee involvement

- AMEA Power seeks to encourage employees to have an ambitious, ongoing, responsible and constructive dialogue about the future of the company.

Workforce Planning, Organisational Design and Change

- AMEA Power proactively plans future workforce needs including staffing levels and skills to meet business requirements. This also includes succession planning for key roles.
- AMEA Power deploys organization design principles and processes to ensure business requirements are being met and that structure and roles are effective.

Equality, Diversity and Inclusion

- AMEA Power promotes an inclusive workplace culture where its people can be themselves, perform their best and achieve their potential thus creating a richness of perspectives and ideas which add value to the business.
- AMEA Power operates procedures for managing inappropriate behaviour within the workplace such as; harassment, bullying and physical and verbal abuse and provides support to employees affected as required.

Recruitment and Career Development

- AMEA Power seeks to recruit the best in class talent across geographies. We are committed to creating an environment where our people can grow their careers in an effective way.
- The purpose of this directive is to provide a transparent overview of our internal and external recruitment process at AMEA Power and set the behaviours that are expected from all our employees across the Company, from vacancy opening until an agreement is signed and the candidate is on board.
- Accountabilities and responsibilities for each role are defined in job description role profiles and periodically reviewed to adapt to the changes in business requirements.

Performance Management

- A defined performance management process is deployed annually within each department. Appropriate feedback, coaching and training is included in the performance and development planning process. Any performance shortfalls are managed in accordance with defined procedures.

Training and Development

- AMEA Power provides training and development for employees to meet the needs and objectives of the team and the company through induction, role based performance, career development, personal development and growth opportunities.

Remuneration

- AMEA Power is committed to offering fair and competitive remuneration. Terms and conditions of employment take the form of Employment Contracts and the total reward received by an individual reflects their role and contribution.
- Likewise, we expect from our employees' behaviours and a management style in accordance with our culture and values: responsible actions, dedication to learning and continuous improvement and commitment to objectives through teamwork.

Implementation

All AMEA Power employees are responsible for complying with the content of this policy.

August 25th, 2021

Hussain AlNowais

Chairman - AMEA Power

