

HR Policy

Enapter is an energy technology company aiming to revolutionise the way we produce and harness energy. With our main offices located in Italy and Germany, we are at the forefront of the energy transition, enabling low-cost green hydrogen production at any scale. We develop and produce Anion Exchange Membrane (AEM) electrolysers driven by the mission to make green hydrogen affordable and accessible to all.

1. Secure working environment:

Our commitment is to ensure secure employment and founded on our belief that employees can only thrive in a stable and supportive environment. We ensure this through a transparent hiring process, fair and regular performance reviews, and a dedication to employee and leadership development. Clear communication of expectations, opportunities for personal and career development as well as fair treatment in all regards are of vital importance to us.

2. Working time:

We pay attention to the well-being of our employees. In order to ensure that individual needs are met, we have established a full-time working week with flexible working hours where possible within the scope of operational requirements, but always respecting the general core hours to facilitate joint working.

3. Adequate wages:

We are convinced that fair and competitive wages ensure adequate remuneration depending on skills, responsibilities, and market standards. We encourage our employees to discuss concerns openly.

4. Social dialogue:

Clear and constructive communication is our commitment to social dialogue. We encourage employees to express their opinions and ideas. Regular team meetings as well as all-hands calls allow broad interactions. Additionally, we are fostering a culture where diverse perspectives contribute to our dynamic decision-making processes.

5. Health and safety:

We prioritise the implementation of health and safety measures, including regular training sessions, risk assessments and the provision of necessary protective equipment. Employees are encouraged to report any safety concerns immediately.

6. Gender equality and diversity:

We aim to create a workplace culture that respects and values the contributions of all employees, regardless of gender, nationality or disability, and actively works towards eliminating discrimination and bias.

7. Further training and professional development:

We are dedicated to aligning personal growth opportunities for our employees with our company objectives. Our objective is to ensure that regular training sessions and courses are accessible to all as far as possible and appropriate, as we highly value continuous development and the acquisition of up-to-date skills within our organisation.

8. Measures against violence and harassment in the workplace:

At Enapter, we uphold a zero-tolerance policy towards harassment, assault or any form of disrespectful behaviour. Instead, we actively foster a culture in which each employee assumes responsibility for upholding an inclusive and respectful work environment. We strongly encourage all employees to promptly voice concerns if they observe any type of harassment and report such incidents directly to the Human Resources department.

9. Supply chain due diligence:

Within the scope of our capabilities, we pay attention to working conditions in our supply chain and engage proactively with our suppliers to ensure that they respect international human rights standards, including but not limited to the prohibition of child labour and forced labour.

Final notes

This document was last updated on: 11 July 2024

This HR policy is a living document and should be updated whenever new developments make it necessary.

Enapter's management, team leads, and HR and Supply Chain Teams (for para 9) are expressly responsible for the implementation of the HR policy in their daily operations.

Contact:

Any questions or remarks regarding this HR policy can be addressed to Enapter's VP HR/Admin:

Simone Perini
VP HR / Admin
Enapter Srl
Via Lavoria, 56
56040 Crespina Lorenzana PI
Italy

HR Policy endorsed and approved by:

Jürgen Laakmann

CEO