



OUR SOCIAL POLICY

At Cenergo LLC, we recognize the importance of building strong and reliable relationships with all our stakeholders, including subcontractors, suppliers, and local communities, across all areas of our operations. We consider this a core element of our business philosophy and one of our top priorities. In line with the needs and expectations outlined in this policy, we actively foster close ties with local communities and stakeholders. We develop continuous improvement and development plans aimed at supporting social well-being and creating long-term economic opportunities, and we act in accordance with this strategy.

To achieve these objectives, we commit to implementing the following principles:

- Ensuring that our social compliance and social performance teams, as well as all employees, operate in accordance not only with national legislation, but also with internationally recognized social responsibility and sustainability standards, primarily the IFC Performance Standards and the Equator Principles;
- Building transparent and mutually trusting relationships;
- Establishing open, accessible, and reliable channels of communication;
- Respecting, preserving, and supporting both tangible and intangible cultural heritage;
- Listening to and closely monitoring complaints and suggestions; establishing a dedicated “Grievance and Feedback” mechanism; communicating the structure and operation of this mechanism to local communities; evaluating all complaints and suggestions in a timely and fair manner; and sharing the resulting decisions and outcomes transparently with the individuals who raised them;
- Developing and implementing proactive plans and strategies to promote local employment and local procurement;
- Establishing and maintaining an efficient and fair supply chain management system;
- Creating and implementing management systems that prioritize both environmental protection and human well-being;
- Monitoring developments in climate change that may affect local populations and communities, identifying potential risks and opportunities; building sustainable and mutually beneficial relationships with communities; assessing potential social risks; integrating community feedback into our processes; and taking appropriate actions accordingly;
- Taking measures to prevent impacts such as displacement and/or loss of livelihoods, and providing support to affected individuals;
- Closely monitoring innovations and developments, and identifying the needs required to integrate best practices into our projects and operations;
- Taking action to support affected individuals and to mitigate impacts such as resettlement and/or livelihood disruption;
- Ensuring that both formal and informal land users affected by the project are able to restore their livelihoods and receive appropriate compensation;
- Adopting a zero-tolerance policy against gender-based or any other form of violence, harassment, or discrimination;
- Promoting the participation of women in the project and ensuring gender equality among all employees;
- Recognizing the vital role of women in development, taking into account gender-specific impacts and risks, and actively supporting women’s rights.