

## **Diversity & Inclusion Policy**

Effective Date: January 5th, 2026

Last Reviewed: January 5th, 2026

Next Review Date: January 5th, 2027

### **1. Purpose**

Legacy Energies Inc. is committed to fostering a diverse and inclusive workplace where every employee feels valued, respected, and empowered. This policy outlines our approach to promoting diversity, equity, and inclusion across all aspects of our operations. We believe that a diverse workforce drives innovation, enhances collaboration, and helps us achieve our business objectives.

### **2. Scope**

This policy applies to all employees, officers, directors, contractors, and third-party partners of Legacy Energies Inc. It covers all stages of employment, including recruitment, training, promotions, and terminations, as well as interactions with customers, suppliers, and other stakeholders.

### **3. Policy Statement**

Legacy Energies Inc. strives to create a work environment that embraces and celebrates diversity in all its forms, including but not limited to race, ethnicity, gender, age, disability, sexual orientation, religion, and cultural background. We are committed to promoting equal opportunity and eliminating discrimination and bias in all our business practices.

### **4. Key Commitments**

#### **4.1 Non-Discrimination:**

Legacy prohibits discrimination, harassment, or bullying on the basis of race, gender, age, disability, religion, sexual orientation, nationality, marital status, or any other protected characteristic. We are committed to providing equal employment opportunities and ensuring fair treatment in hiring, promotion, training, and all other areas of employment.

#### **4.2 Equal Opportunity:**

Legacy guarantees equal opportunity in all employment decisions, including recruitment, compensation, promotion, and development. We ensure that decisions are based on merit, qualifications, and job-related criteria, free from discrimination or bias.

#### **4.3 Gender Equality & Empowerment:**

We actively promote gender equality in the workplace, ensuring that women have equal access to career development opportunities, leadership positions, and equal pay. Legacy supports initiatives to close the gender gap and fosters a workplace culture that values gender diversity.

#### 4.4 Inclusion of Underrepresented Groups:

Legacy aims to increase the representation of historically underrepresented groups in our workforce, including people of different races, ethnicities, and individuals with disabilities. We provide resources, training, and support to help employees from all backgrounds succeed in their roles.

#### 4.5 Disability Inclusion:

We are committed to providing a work environment that accommodates the needs of employees with disabilities. This includes ensuring accessibility in our facilities, offering reasonable accommodations, and providing equal opportunities for disabled employees to thrive in their careers.

### 5. Recruitment, Retention, and Promotion

#### 5.1 Inclusive Hiring Practices:

Legacy uses inclusive hiring practices to attract and retain a diverse workforce. This includes:

- Using diverse recruiting sources and networks.
- Ensuring that job descriptions are inclusive and free of bias.
- Using diverse interview panels where possible to minimize unconscious bias.

#### 5.2 Career Development & Training:

We provide training programs that promote career advancement for employees from diverse backgrounds. Our leadership development programs emphasize diversity and inclusion, aiming to cultivate a pipeline of diverse talent for future leadership positions.

#### 5.3 Pay Equity:

Legacy conducts regular reviews of employee compensation to ensure that pay practices are fair, transparent, and free of bias. We are committed to achieving pay equity and eliminating any gender or racial pay gaps.

### 6. Creating an Inclusive Culture

#### 6.1 Employee Resource Groups (ERGs):

Legacy supports the creation of Employee Resource Groups (ERGs) to foster a sense of community among employees with shared backgrounds or interests. ERGs provide a platform for employees to network, share experiences, and contribute to the company's diversity initiatives.

#### 6.2 Training on Diversity & Inclusion:

All employees will participate in regular training on diversity, equity, and inclusion to raise awareness, reduce unconscious bias, and foster a more inclusive culture. Topics will include cultural competency, respect in the workplace, and understanding the value of diversity.

#### 6.3 Inclusive Leadership:

Our leadership team is committed to promoting diversity and inclusion at all levels of the organization. Leaders are expected to model inclusive behaviors, ensure diverse voices are heard in decision-making, and hold themselves accountable for creating a positive and inclusive work environment.

## 7. Accountability & Reporting

### 7.1 Reporting Violations:

Employees are encouraged to report any incidents of discrimination, harassment, or bias through Legacy's Whistleblower Hotline or the Human Resources Department. All reports will be treated with confidentiality and investigated promptly. Retaliation against employees who report concerns in good faith is strictly prohibited.

### 7.2 Tracking & Metrics:

Legacy will track and measure diversity and inclusion metrics, such as workforce demographics, pay equity, and promotion rates, to assess progress and identify areas for improvement. These metrics will be reviewed annually by senior management.

## 8. External Engagement

### 8.1 Supplier Diversity:

Legacy is committed to working with diverse suppliers, including women-owned, minority-owned, and small businesses. We actively seek to engage with diverse vendors in our procurement process and encourage our business partners to embrace diversity in their own operations.

### 8.2 Community Engagement:

We partner with local communities and non-profit organizations to promote diversity and inclusion initiatives. Legacy supports educational and employment programs that aim to empower underrepresented groups and promote social equity.

## 9. Monitoring and Continuous Improvement

### 9.1 Regular Policy Review:

This policy will be reviewed annually to ensure it reflects the latest legal requirements, industry standards, and best practices in diversity and inclusion. Amendments will be communicated to all employees and stakeholders.

### 9.2 Continuous Improvement:

Legacy is committed to continuously improving its diversity and inclusion practices. We will regularly solicit feedback from employees, ERGs, and external stakeholders to ensure that our policies and practices remain effective and aligned with our goals.

## 10. Accountability and Enforcement

### 10.1 Consequences for Non-Compliance:

Employees found to be in violation of this policy, including engaging in discriminatory behavior or failing to uphold Legacy's diversity and inclusion standards, will face disciplinary action, up to and including termination of employment.