

Equality and Diversity

Policy Statement

Covanta Energy operates in diverse environments, cultures and communities and is committed to advancing equality and diversity in all aspects of our work. We believe this to be socially responsible and ethically correct. Our approach to equality and diversity is also a key element of our Corporate Social Responsibility (CSR) Policy which embraces responsibility, inclusion, integrity and perhaps, most importantly, sustainability.

We recognise that people from different cultures and backgrounds and with different skills and experience can help bring new ideas and perceptions that will help increase efficiency in our organisation and improve our services.

The company's policy is to ensure that all employees, job applicants, customers, suppliers, contract partners, regulators, shareholders and other stakeholders are treated equally, regardless of:

- **Gender**
- **Disability**
- **Race**
- **Colour**
- **Ethnic or national origin**
- **Sexual orientation**
- **Religion or belief**
- **Marital status**
- **Age**
- **Trade union membership**
- **Whether one has AIDS or is HIV positive or any other medical condition**

No one will be disadvantaged on any grounds which cannot be shown to be justifiable.

We will not tolerate any form of discrimination (either direct or indirect), prejudice, victimisation, harassment or bullying within the workplace. All employees are aware that proven acts of discrimination, including harassment may be considered as gross misconduct and disciplinary action will be taken, which may result in immediate termination of employment.

We will take positive action, where necessary to promote a more diverse workforce.

We will consider the principles of equality and diversity to be a mainstream business issue and as a consequence our customers, primary subcontractors and major suppliers will be sent a copy of our Equality and Diversity Policy and will be expected to abide by its principles.

Our Commitment as an Employer

- We will provide a working environment which promotes a culture of fairness, dignity and respect to all
- No form of intimidation, bullying or harassment will be tolerated
- The commitment to diversity and equality in the workplace is good management practice and makes sound business sense
- We will maintain an ongoing commitment to equality and diversity and ensure that this is integrated into all practices, training and service delivery
- Breaches of our diversity policy and equality policy will be regarded as misconduct and could lead to disciplinary proceedings up to and including termination
- We will be responsive to the particular needs of employees, including those relating to religion and culture
- All employees, whether part time, full time or temporary, will be treated fairly and equally
- All recruitment advertising will state that the company is an equal opportunities employer
- All recruitment and selection, whether internal or external, will be conducted on a non-discriminatory basis
- We will endeavour to advertise job vacancies as widely as possible. All job advertisements will relate directly to the skills and experience needed to do the job and will not contain any directly or indirectly discriminatory statements
- All employees will have access to training and development during their career with Covanta Energy. Diversity training will be available to all employees
- All training and development activities will be planned and executed in a non-discriminatory basis
- We will endeavour to ensure that all recruitment interviews, training and development courses will be carried out in locations / offices which are accessible to the disabled
- We will fully consult our employees when developing and reviewing our policy
- This policy is fully supported by senior management

Our Commitment as a Service Provider

- We will take a positive approach to making our services, buildings and information accessible to all our customers regardless of handicap
- We will ensure that our communications use images and languages that promote a positive stance on diversity
- We will capitalise on the ever changing demography to help reshape tomorrow's business and so improve business performance
- We will confirm to the legislative/ regulatory environment that protects our employees, our customers, and our partners and their environment. We will embrace our partners' / customers' principles and policies on equality and diversity.