



Renewable Hydrogen Alliance Anti-Discrimination and Harassment Policy

Anti-Discrimination and Harassment Statement

It is the policy of the Renewable Hydrogen Alliance (RHA) to not discriminate against individuals on the basis of race, color, religion, gender, gender expression, age, national origin, disability, marital status, sexual orientation, or military status, in any of its activities or operations. This includes appointment to RHA's Board of Directors, termination from the Board of Directors, hiring and firing of managers, staff or contractors, selection of volunteers, selection of vendors, selection of members, and the provision of any services. The Board of Directors, Executive Director and all management, employees, contractors, vendors, interns and volunteers are expected and required to abide by this policy (collectively referred to as "Policy Holders".)

RHA is committed to maintaining an organization free from harassment of any type, including sexual harassment. Harassment based upon an individual's sex, race, ethnicity, national origin, age, religion or any other legally protected characteristics will not be tolerated. Sexual and other forms of harassment are against the law and all Policy Holders have a legal right to a workplace free from harassment and discrimination. RHA encourages its Policy Holders to report violations of this policy by filing a complaint internally with RHA. Employees can also file a complaint with a government agency or in court under federal, state or local anti-discrimination laws.

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This policy applies to all RHA activities and operations, including to the Policy Holders.

Discrimination and sexual or other forms of harassment will not be tolerated by RHA. Any individual covered by this policy who engages in discrimination, harassment or retaliation will be subject to remedial and/or disciplinary action (e.g., counseling, suspension, termination). Retaliation Prohibition: No person covered by this Policy shall be subject to adverse action because the person reports an incident of harassment or discrimination, provides information, or otherwise assists in any investigation of a harassment or discrimination complaint. RHA will not tolerate such retaliation against anyone who, in good faith, reports or provides information about suspected harassment or discrimination. Any person covered by this policy that retaliates against anyone involved in a harassment or discrimination investigation will be subject to disciplinary action, up to and including termination. Any person who believes they have been subject to such retaliation should inform a supervisor, manager, or the Executive Director.

RHA will conduct a prompt and thorough investigation that ensures due process for all parties, whenever RHA receives a complaint about harassment or discrimination or otherwise knows of possible harassment or discrimination occurring. RHA will keep the investigation confidential to the extent possible. Effective corrective action will be taken whenever harassment or

discrimination is found to have occurred. All Policy Holders are required to cooperate with any internal investigation of harassment or discrimination.

All Policy Holders are encouraged to report any harassment or behaviors that violate this policy. Managers and supervisors are required to report any complaint that they receive, or any harassment that they observe or become aware of, to the Executive Director. If the complaint involves the Executive Director, the complaint should be reported to the Board of Directors

Adopted by the RHA Board of Directors: April 26, 2022
Date