

National Hydropower Association

Diversity, Equity and Inclusion Policy

The National Hydropower Association (NHA) is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion, and it is the policy of NHA to pursue initiatives that support this commitment. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent of our Board of Directors, committee leadership and our employees contribute significantly to our culture and is a critical part of our strategy to continue our success as the nation's preeminent leader in the hydropower industry.

NHA embraces our differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make each of our Board members, committee leadership and employees unique.

NHA's Board is committed to providing informed leadership for diversity, equity and inclusion. In furtherance of this commitment, the Board will:

- Strive to include diversity, equity and inclusion in connection with its vision and mission for the benefit of the industry it serves.
- Seek to identify, recognize and address inequities in NHA's policies, programs, conferences and services.
- Dedicate time and resources to expanding greater diversity within the hydropower industry.

Moreover, NHA's diversity, equity and inclusion initiatives are applicable to the governance of NHA by the Board of Directors and its Executive Committee. These initiatives shall include, but are not limited to, recognition by NHA's Nominating Committee of the importance of diversity, in all its forms, when considering the nomination of individuals for election by the membership to the Board of Directors and for appointment by the Board of advisor directors. So too the Executive Committee shall recognize the importance of diversity, in all its forms, when considering committee and other leadership positions within NHA.

In addition, NHA's diversity, equity and inclusion initiatives are applicable to the ongoing development of a work environment that encourages:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Employer and employee contributions to the industry we serve to promote a greater understanding and respect for diversity, equity and inclusion.

Adopted by the National Hydropower Association's Board of Directors on 12/09/2022 .