

BEAR SWAMP POWER COMPANY LLC WORKFORCE DIVERSITY PLAN AND SUPPLIER DIVERSITY PROGRAM PLAN

**Prepared for Submission in Response to the Request for Proposals for Long-Term
Contracts for Energy Storage Projects (83E II)**

September 2026

Bear Swamp Power Company LLC, through Brookfield Renewable, maintains a set of policies, programs, guidelines and practices that promote opportunities for diversity, equity, and inclusion in its workforce and its suppliers. This Workforce Diversity Plan and Supplier Diversity Program Plan collects and summarizes key aspects of those policies, programs, guidelines and practices and describes how they benefit Bear Swamp's workforce, its host communities, and its stakeholders, while also ensuring the advancement of core values and principles. If Bear Swamp is selected in this solicitation, it will continue to implement these policies and to strive for a diverse, equitable, and inclusive workplace and supplier network.

Foundational Workforce and Supplier Policies

Brookfield Renewable has several corporate policies relating to workforce and supplier diversity that extend to affiliate companies, including Bear Swamp Power Company LLC, and all employees of Brookfield Renewable, including employees of Bear Swamp Power Company, must attest annually to the elimination of discrimination in employment. These policies also extend to our key suppliers and partners. These policies include but are not limited to our Code of Business Conduct and Ethics Policy ("Code of Conduct"), our Human Rights Policy, our Positive Work Environment Policy, and Supply Chain Guidelines. Key excerpts can be found below that highlight the overarching principles to guide our existing and forward commitment plan for diversity, equity and inclusion in the workforce and supply chain. These existing policies, which are continually reviewed and periodically updated, demonstrate Brookfield Renewable's commitment to a safe, diverse, and positive workforce and to advancing opportunities for suppliers who share our values.

Code of Conduct Policy: Zero tolerance for discrimination and harassment

Brookfield Renewable has zero tolerance for workplace violence, discrimination, harassment and bullying. Details are contained in our Positive Work Environment Policy. Any indication that such behavior is taking place must be reported according to the process set out at Section 5.3 [of the Code of Conduct Policy]. Further, we will not tolerate retaliation against anyone who makes a good faith report of violence, discrimination, harassment or bullying or any report of any nature, or who cooperates with the investigation of a report.

Brookfield Renewable is committed to conducting business in an ethical and responsible manner, including by carrying out our activities in a manner that respects and supports the protection of human rights, including but not limited to:

- a. operating with leading health and safety practices to support the goal of zero serious safety incidents;
- b. striving to ensure that the interests, safety and well-being of the communities in which we operate are integrated into our business decisions;
- c. the elimination of discrimination in employment;
- d. the prohibition of child and forced labor; and
- e. the eradication of harassment and physical or mental abuse in the workplace.

Brookfield Renewable strives to embed these standards into all our core business activities, including training, communications, contracts and due diligence processes as appropriate. Importantly, these interactions extend to interactions with our key suppliers and partners, including through vendor onboarding procedures.

Positive Work Environment Policy:

Brookfield Renewable strictly prohibits and has zero tolerance for workplace violence, discrimination, harassment, and bullying. Our Positive Work Environment Policy outlines our commitment to providing a workplace free of violence, discrimination, harassment and bullying. It includes definitions of violence, discrimination, harassment and bullying and summarizes the responsibilities of employees to understand: (i) what constitutes workplace violence, discrimination, harassment and bullying, respectively; (ii) their obligations to maintain an environment where these behaviors are not tolerated; and (iii) how to report incidents following proper procedures. Individuals who contravene this Policy, you will face corrective action up to and including the termination of employment.

Our Positive Work Environment Policy directly addresses and expressly prohibits discrimination. Under our Policy, Workplace Discrimination means the differential treatment of an individual or group, such as the denial of opportunity. Discrimination can occur based on any characteristic protected by applicable law, including, without limitation:

- Race
- Color
- Gender (including pregnancy) or gender identity
- National or ethnic origin
- Religion or beliefs
- Age
- Physical or mental special needs
- Sexual orientation
- Marital or family status

Human Rights Policy:

Brookfield Renewable seeks to treat our employees, customers, suppliers, and the communities in which we operate with dignity and in a manner that respects human rights. This includes a commitment to:

- the elimination of forced or compulsory labor;
- the abolition of child labor;

- the right to a safe and healthy workplace free of discrimination and harassment, where people are treated fairly irrespective of race, sex, nationality, ethnicity, language, religion, sexual orientation, gender identity and expression, employment and occupation or any other status;
- recognizing the rights to freedom of association and collective bargaining;
- and the provision of wages that meet or exceed those required by law.

Brookfield Renewable seeks to identify, prevent and mitigate adverse human rights impacts in our business activities and supply chain through the implementation of this Policy and the support of the following programs:

- **Code of Business Conduct and Ethics:** Our Code of Business Conduct and Ethics (“Code of Conduct”) reinforces and supports our commitment to respect human rights. Our Code of Conduct describes our commitment to conducting business in an ethical and responsible manner including respecting human rights.
- **Counterparty expectations:** We require that our counterparties abide by the same standards. We communicate our expectations to counterparties and conduct appropriate due diligence. Our Vendor Code of Conduct (“Vendor Code”) sets our expectations that our vendors respect human rights and maintain processes to identify and prevent adverse human rights impacts that could arise from their own or their supply chain’s operations. We monitor compliance with, and maintain the right to, periodically audit vendors against the Vendor Code and provide an ethics reporting hotline for anonymous reporting of any concerns or potential violations.
- **Supply Chain Due Diligence:** Our Supply Chain Sustainability Due Diligence Guidelines integrate human rights considerations into our procurement processes. Due diligence is carried out on material contracts and includes assessing human rights risks both with our direct suppliers as well as within the broader supply chain.
- **Due diligence for new investments:** Our processes aim to identify and prevent potential human rights risks and impacts throughout the lifecycle of our investments including at the earliest stages. Specifically, our Sustainability Due Diligence Protocol and accompanying Human Rights Due Diligence Guidelines help us identify, avoid, prevent, and mitigate potential human rights risks and impacts within potential investments.
- **Community and stakeholder engagement:** We seek to proactively engage with stakeholders including local communities and Indigenous Peoples where we operate and strive to create shared value with these groups. Through our engagement and local assessments, we continuously seek to identify, avoid, prevent, and mitigate potential human rights risks and impacts.
- **Assessing human rights risks and impacts:** We conduct human rights assessments on a regular basis, and that assessment extends to our operations and supply chain and includes stakeholder input. The outcomes of these assessments inform updates to our program and policies

Supply Chain Guidelines:

Our Supply Chain Guidelines, including further ongoing integration of ESG factors into

our supply chain management and procurement processes and procedures are expected to bring both short- and long-term benefits to our Organization, including:

- Enhancing the Organization’s ability to address emerging regulation or legal obligations within its supply chain;
- Protecting our social license to operate by seeking to ensure that our vendors respect human rights, avoid corruption and child labor, appropriately manage the use of controlled materials such as conflict minerals, etc;
- Increasing stakeholder confidence, including, but not limited to, investors, clients, local communities (including indigenous communities), and nongovernmental organizations, regulators, lenders, and employees;
- Creating significant opportunity for our Organization to enhance long-term, trusting partnerships with our direct vendors; and,
- Improving the environmental performance of our business (for example, risk of pollution incidents, environmental footprint and efficiencies resulting in financial value creation opportunities).

Additional resources include full policies linked here: [Code of Conduct](#); [Vendor Code of Conduct](#)

Prioritizing Workforce Diversity

As a company, Brookfield Renewable has established programs and processes to ensure diversity in its workforce, including:

- **Diverse Leadership Training Program:** We offer a graduate rotation program within our commercial teams that provides training and development for future leaders. Approximately 60% of participants are women, ensuring a strong pipeline of future female leaders.
- **Training & Advancement:** Our “promote from within” philosophy within our operations teams has helped reduce turnover and extend employee tenure.
- **Referral Program Focused on Local Hiring:** Our referral program rewards employees for connecting us with talented candidates from their personal networks. By prioritizing local referrals, we strengthen our ties to the community, create opportunities for residents, and ensure our workforce reflects the communities we serve.
- **Inclusive Recruitment:** We actively promote career opportunities in local communities, at universities, and through multiple national search platforms to reach diverse talent pools. Our approach ensures we attract and hire exceptional individuals from a broad range of backgrounds, fostering an inclusive workforce that reflects the communities we serve.
- **Veteran Hiring:** We actively partner with veteran support organizations to recruit military veterans.

Bear Swamp Workforce Diversity Plan: Implementation

As described in Sections 14.2 and 14.3 of Appendix A, Bear Swamp’s workforce is fully established and supported by union employees under an active Collective Bargaining Agreement

with the International Brotherhood of Electrical Workers Local Union 97 (See Folder 14 General Confidential). This union workforce is outlined in an organizational chart (See Folder 13.3 Confidential) that highlights the skilled employees that support ongoing operations – most of whom have been employed at the asset for more than a decade.

The current CBA establishes fair wages, benefits, training opportunities, and dispute resolution procedures. The agreement includes provisions supporting job security while fostering community benefits through stable, equitable employment and local workforce development. While the CBA contains strong provisions to ensure a supportive and fair workforce, Bear Swamp Power Company remains committed to a recruitment process that is in line with Brookfield's corporate strategy of ensuring its workforce is representative of the communities in which it serves, including Environmental Justice communities in the region Bear Swamp is located. Indeed, its hiring practices are designed to reduce barriers to employment and provide support for individuals from these areas, and to create accessible career pathways, contributing to the economic well-being of these communities by creating accessible career pathways.

In furtherance of these initiatives and in support of this RFP, the company intends to propose additional supportive language to amend the CBA when the contract is opened for renegotiation to further enshrine the desire to have a representative workforce in the agreement.

In conjunction with the above listed policies and programs, Bear Swamp's ongoing and future commitments constitute a workforce diversity plan that ensures that, if selected in this solicitation, Bear Swamp will continue to maintain a qualified workforce that is diverse in background, skillset, demographics, and representative of its community.

Supplier Diversity Program Plan: Implementation

As an existing facility with established operational needs, Bear Swamp Power Company utilizes a diverse range of suppliers, with supplier diversity comprising varying supplier types, vendor size and ownership structures, as well as diversified skillsets and workforce demographics. This diversity is highlighted in Folder 14 General Confidential, which lists the more than 80 vendors and services relied upon annually, including many vendors located within the Commonwealth, including Environmental Justice communities. In accordance with its policies, including those summarized in this Plan, Bear Swamp must, and requires its vendors to, include protections that ensure an environment free of bias, violence and bullying, and one that supports an inclusive culture.

Given the operational status of Bear Swamp, and the specific vendor types required for continued safe and reliable operations, existing suppliers are often utilized on a continual basis. If Bear Swamp is selected in this solicitation, as new and expanding vendor services arise, it will seek to ensure a vendor supply chain that remains inclusive and equitable. This plan will include periodic vendor reviews and consideration of opportunities that allow new vendor onboarding that expands upon the supply chain diversity in place today. Bear Swamp is committed to reporting on vendors used annually and will work to compile relevant vendor information that highlights continued and evolving supplier diversity.