	Document Description	Document Number	Revision	Approval
	DIVERSITY, EQUITY AND INCLUSION POLICY			Electronic

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1. Purpose

Plug is here to change the world by weaning the planet from fossil fuels. We know that it takes more than technology to guide the world to a more sustainable future. At Plug, we value every beating heart across this beautiful experiment. But we are a work in progress. Just as we work to continually improve our hydrogen technologies, we are working to find new and better ways to support, develop and advance the careers and lives of Plug people. There’s no point without it. There’s no Plug without you.

Plug’s Diversity, Equity and Inclusion Statement highlights our commitment to building a culture of inclusion and belonging. We pledge to leverage our different backgrounds, beliefs, experiences, knowledge, and unique individual talents to create an environment where everyone feels valued. In doing so, we can all be a part of a collective change for the good of the planet and future generations.

Plug’s Diversity, Equity and Inclusion Statement and Policy sets out the principles and framework by which Plug, its Board of Directors, management, employees and stakeholders will foster a diverse, equitable and inclusive culture which we are all proud to be a part of.

2. Scope


This policy applies to Plug’s Board members, officers, employees, agents, contractors, subcontractors, and partners. It covers all aspects of employment including, but not limited to, talent retention and acquisition, performance management, compensation and total rewards, learning and development, social and recreational programs, career growth, discipline, and termination of employment.

3. Plug’s Commitment to Equal Opportunity

Plug prides itself on being an Equal Employment Opportunity (EEO) Employer. While all employment-related decisions made at Plug should aim to foster diversity, they must also be made on the basis of merit, experience, qualifications and performance. Neither Plug, nor any of its representatives, will discriminate against an applicant for employment or an employee because of race, creed, color, religion, sex, sexual orientation, gender identity, the status of being transgender, national origin, ancestry, citizenship, age, physical or mental disability, genetic information, predisposition or carrier status, marital or familial status, the status of being a victim of domestic violence, military or veteran status, reproductive health decision-making, known relationship or association with any member of a protected class, or any other characteristic protected under applicable law.

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See Plug’s Prohibition of Discrimination, Sexual and Other Workplace Harassment, and Retaliation Policy and Reporting Procedure via the Employee Handbook which can be accessed through Workday.

4. Definitions

In this Policy, “Plug” refers to Plug Power, Inc. and its affiliates.

Diversity: We embrace the unique characteristics and social identities of our employees.

This is the collective mixture of differences and similarities that includes individual and organizational characteristics, values, beliefs, experiences, backgrounds, preferences, and behaviors. A diverse work environment enhances inclusivity and a sense of belonging for employees.

Equity: All employees have equal opportunity to advance.

This reflects a commitment to providing consistently fair and impartial treatment for all employees. The process is ongoing, requiring the identification, education and overcoming of intentional and unintentional barriers arising from bias or systemic structures. The term “equity” does not mean equality: whereas equality means providing the same to all, equity means recognizing that individuals do not all start from the same place and must acknowledge and make adjustments to imbalances.

Inclusion: We are on a journey to cultivate inclusivity as an organization.


This is a workplace environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the Plug’s success. Without inclusive practices, a diverse environment cannot be achieved.

Belonging:

This refers to an individual’s sense that they are welcomed, accepted, valued, and empowered for their diverse backgrounds and experiences. An inclusive work environment helps foster a sense of belonging.

5. The Plug Approach

Plug’s diversity, equity, and inclusion practices support our People-First Culture. We are a loyal, honest, people-first company for employees, customers, shareholders, and the community, working together to build the clean hydrogen economy.

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Plug undertakes various diversity, equity, and inclusion efforts throughout our operations. These efforts include a focus on:

- Recruiting and retaining talent from diverse backgrounds.
- Creating awareness of diversity issues and benefits including training on conduct that can be perceived as discriminatory and/or harassing and how to report such behaviors.
- Supporting our employees’ learning and development, so that they can reach their full potential.
- Fostering a more supportive environment where inclusivity is expected and prioritized.
- Embedding accountability for diversity throughout the organization.

6. Responsibilities, Reporting and Accountability

Diversity, equity and inclusion is everyone’s responsibility.


Plug’s Board of Directors provides oversight and reviews and approves the diversity, equity, and inclusion objectives across the company. The Board, Plug’s Manager of Employee Engagement and Inclusion, and management team review progress towards achieving diversity initiatives annually. Plug’s management monitors the company’s diversity, equity, and inclusion practices and makes recommendations to the Board for any changes or improvements to its practices. The DEI Manager with the support of Human Resources collects and monitors relevant indicators of the company’s progress on diversity, equity, and inclusion issues; reviews this and related policies annually; and provides information, advice, and assistance to managers and employees on diversity, equity, and inclusion issues.

Every employee must take purposeful action every day to be responsible for respecting the dignity and diversity of all individuals. Employees are also responsible for creating an inclusive environment and adhering to Plug’s Code of Conduct (can be accessed via the Employee Handbook on Workday). If an employee believes that they or another individual has been subjected to conduct prohibited by this Policy, the employee is urged and expected to report the relevant facts promptly. An employee may make a report either orally or in writing. Concerns may be raised to Human Resources, the General Counsel or any other member of management or senior management. Employees may also utilize Plug’s anonymous reporting hotline and/or confidential reporting email address to report concerns. The contact information for these items is as follows:

- 1.518.738.0505 – Anonymous reporting hotline (ext. 1505 if dialing internally)
- confidential_complaint@plugpower.com – Confidential reporting email address

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All reports will be appropriately investigated.

Plug will not tolerate threats or acts of retaliation of any kind against any individuals because they report conduct reasonably believed to violate this Policy, or in good faith provide information in connection with a report or investigation of any such conduct. Employees who do not comply with this Policy and/or are found to have engaged in discrimination, and/or harassment, will be subject to appropriate disciplinary action, up to and including termination of employment.

7. Plug’s Supporting Policies- please reference the Employee Handbook

- Diversity, Equity, and Inclusion Statement
- Employee Handbook
- Prohibition of Discrimination, Sexual and Other Workplace Harassment, and Retaliation Policy and Reporting Procedure
- Employee Code of Conduct
- Equal Employment Opportunity Policy
- Pay Transparency
- Individuals with Disabilities & Pregnancy-Related Conditions

8. Right to Terminate or Amend Policy

Plug reserves the right to modify, suspend, change or terminate this Policy at any time. This Policy does not create any contractual rights or obligations, whether expressed or implied.

9. Revision History

Revision	Date	Description of Change(s)	Revised By
01	12.16.22	Released	Human Resources

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