



**GenuineWind Inc.** is a dynamic and innovative company at the forefront of revolutionizing renewable energy solutions. Established with a strong commitment to sustainability and technological advancement, GenuineWind is dedicated to harnessing the power of wind energy to drive positive change for our planet and future generations.

**Our Vision:** At GenuineWind, our vision is a world powered by clean, abundant, and sustainable wind energy. We strive to be a global leader in developing cutting-edge wind turbine technologies that maximize energy output while minimizing environmental impact. Our goal is to contribute significantly to reducing carbon emissions and advancing the transition towards a more sustainable energy landscape.

**Our Mission:** Our mission is to drive innovation in wind energy through research, development, and implementation of state-of-the-art wind turbine solutions. We are committed to pushing the boundaries of engineering and design to create high-performance turbines that enhance energy efficiency, reliability, and affordability. By providing renewable energy solutions that meet the world's growing power needs, we aim to create a cleaner, greener future for all.

#### **Core Values:**

1. **Innovation:** We foster a culture of innovation and continuous improvement, always seeking new ways to enhance the efficiency and effectiveness of wind energy technologies.
2. **Sustainability:** We are dedicated to promoting sustainability and environmental responsibility in all aspects of our operations. Our focus on renewable energy aligns with our commitment to a healthier planet.
3. **Integrity:** Our actions are guided by the highest ethical standards. We value honesty, transparency, and accountability in everything we do, from our internal operations to our relationships with stakeholders.
4. **Collaboration:** We believe in the power of collaboration and teamwork. By working closely with industry partners, governments, and communities, we aim to create lasting positive impacts on a global scale.
5. **Empowerment:** We empower our employees to take initiative, think creatively, and make a difference. Our diverse and inclusive work environment encourages personal growth and professional development.

**Innovation in Action:** GenuineWind's commitment to innovation and sustainability is evident in our portfolio of advanced wind turbine technologies. From pioneering blade designs to smart grid integration, we're continuously pushing the envelope to optimize energy production, reduce costs, and drive the widespread adoption of clean energy solutions.

**Join Us in Shaping the Future:** Whether you're an industry professional, investor, or advocate for a greener world, GenuineWind invites you to join us on our journey towards a more sustainable future. Together, we can harness the power of wind to create a world where renewable energy is not just a choice, but a necessity for generations to come.

For more information about GenuineWind Inc. and our innovative wind energy solutions, please visit our website at <https://genuinewind.com/>.

*Empowering Tomorrow, Today.*

## **Company Internal Policy Manual**

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### **1. Introduction:**

This policy manual outlines the guidelines and expectations for employees at GenuineWind Inc. and its group companies Genuine Wind Engineering SIA and Entechology funds LLC. It is essential for maintaining a positive and productive work environment. All employees are expected to adhere to these policies to ensure the company's success and uphold its reputation.

### **2. Company Internal Control:**

#### **a. Data Security and Confidentiality:**

- All employees must protect sensitive company information and customer data.
- Unauthorized access, sharing, or distribution of confidential information is strictly prohibited.

#### **b. Resource Utilization:**

- Company resources such as equipment, software, and facilities should be used efficiently and solely for business purposes.
- Personal use of company resources should be kept to a minimum.

**c. Record Keeping:**

- Accurate and timely documentation of business transactions is essential.
- Employees responsible for record-keeping must maintain accuracy and ensure compliance with relevant laws.

**3. Employee Conduct:**

**a. Professional Behavior:**

- All employees are expected to treat colleagues, clients, and partners with respect and professionalism.
- Harassment, discrimination, or any form of disrespectful behavior will not be tolerated.

**b. Conflict of Interest:**

- Employees should avoid situations that may lead to a conflict of interest between personal and company interests.
- Disclosure of potential conflicts is required.

**c. Social Media and Online Presence:**

- Employees should be cautious while posting online, ensuring that their actions do not reflect negatively on the company.
- Sharing confidential or proprietary information is strictly prohibited.

**4. Dress Code:**

**a. Professional Attire:**

- Employees are expected to dress appropriately for their roles and in a manner that reflects the company's professional image.
- Specific dress codes for different departments may be established as needed.

## **5. Equal Opportunity:**

### **a. Non-Discrimination:**

- GenuineWind Inc. is committed to providing equal employment opportunities without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or any other protected status.
- All employment decisions are based on merit, qualifications, and business needs.

### **b. Gender Equality:**

- GenuineWind is dedicated to fostering a work environment that promotes gender equality and inclusivity.
- We are committed to ensuring equal pay for employees performing the same or substantially similar work, regardless of gender.
- Gender-based discrimination, harassment, and bias are strictly prohibited within our organization.
- Promotions, career development, and opportunities for advancement are based solely on an individual's skills, qualifications, and contributions, irrespective of gender.

### **c. Work-Life Balance:**

- We recognize the importance of work-life balance for all employees. We provide flexible work arrangements and support systems to accommodate diverse needs, including those related to gender roles and responsibilities.

### **d. Training and Development:**

- GenuineWind offers training and professional development opportunities that are accessible and unbiased, providing all employees, regardless of gender, the chance to enhance their skills and advance their careers.

### **e. Parental and Caregiver Support:**

- We understand the significance of supporting employees during different life stages. We provide parental and caregiver leave policies that apply equally to all genders, fostering a supportive environment for family responsibilities.

#### **f. Reporting and Support:**

- Any incidents of gender-based discrimination, harassment, or bias are taken seriously. GenuineWind encourages employees to report such incidents promptly and ensures that appropriate actions are taken to address and resolve them.

#### **g. Inclusive Culture:**

- We promote an inclusive culture that values and celebrates diversity, including gender diversity. Through awareness campaigns, workshops, and initiatives, we aim to eliminate stereotypes and promote a culture of gender equality.

#### **h. Partnerships and Advocacy:**

- GenuineWind actively engages with external organizations, industry groups, and initiatives that focus on promoting gender equality and women's empowerment in the renewable energy sector.

### **6. Intersectional Factors and Inclusive Awareness:**

At GenuineWind Inc., we recognize the intricate web of intersectional factors that influence individuals' experiences and shape their social opportunities. We understand that factors such as sex, gender, racial or ethnic origin, age, socioeconomic status, sexual orientation, and disability are interconnected, forming unique and complex identities that contribute to the diversity of our workforce.

#### **a. Intersectionality Defined:**

- Intersectionality refers to the interaction of various social identities, creating unique experiences and challenges that cannot be fully understood by examining each identity in isolation. It acknowledges that individuals' lives are shaped by the convergence of multiple factors, which can lead to compounded forms of discrimination and marginalization.

#### **b. Impact on Discrimination and Inequality:**

- The interplay of intersectional factors can intensify discrimination and inequality. Discriminatory practices and biases based on any one factor can become more pronounced when combined with others. For instance, gender-based discrimination can



intersect with racial or ethnic bias, leading to distinct experiences of inequality for different groups of employees.

**c. Our Commitment:**

- GenuineWind Inc. is committed to fostering an inclusive workplace that values and uplifts every employee, recognizing the unique intersectional aspects that contribute to their identity.
- We pledge to:
  1. Promote Awareness
  2. Provide Resources
  3. Inclusive Policies
  4. Open Dialogue
  5. Accountability

By recognizing the complex interplay of intersectional factors, we endeavor to create a workplace that values the diversity of our employees and acknowledges the unique challenges they may face.

GenuineWind Inc. is committed to creating an inclusive and equitable workplace where all employees can thrive and contribute to our shared mission. Our dedication to equality is a fundamental component of our commitment to fostering a diverse and respectful work environment.

**7. Anti-Corruption:**

**a. Prohibition of Bribery and Corruption:**

- Employees are strictly prohibited from offering, giving, receiving, or soliciting bribes or any form of corrupt practices.
- All business dealings must be transparent and in compliance with applicable anti-corruption laws.

**b. Gifts and Entertainment:**

- Employees must avoid offering or accepting gifts, entertainment, or favors that could influence business decisions.
- Modest and appropriate gifts may be exchanged in accordance with company policies.



**Conclusion:**

Adherence to these policies is critical for GenuineWind Inc.'s success. Failure to comply with these policies may result in disciplinary actions, up to and including termination of employment. All employees are encouraged to actively support and uphold these principles in the workplace.

*This manual is subject to periodic review and updates. The most current version will be available on the company's internal portal.*

A handwritten signature in purple ink that reads 'G. Fedotov'.

*Grigori Fedotov, CEO and co-founder  
Genuine Wind Inc.*