

A photograph of three workers in safety vests walking on a floating solar panel array over a lake. The workers are wearing high-visibility vests (yellow and orange) and harnesses. The solar panels are mounted on a grid of white floats. The background shows a body of water and a line of trees under a cloudy sky. A large blue diagonal graphic element is on the left side of the image.

# SUNROCK

Sunrock's guide to working  
together



# Welcome to your guide to working at Sunrock

At Sunrock, we're a pretty special group of people. All specialists in our own fields and personalities in our own right. Connected by one mission: to accelerate the world's transition to clean energy.

We're growing fast and will do so for the forthcoming years. Which is why we want to make sure Sunrock remains an inspiring, inclusive and safe space to work and grow.

We share four values: we do good, we're entrepreneurial, we love winning and we enjoy the ride. These values define our way of working and collaborating. In this guide, we translate our values into practical guidelines helping you bring them to life and realize our purpose. Enjoy!

Johannes Duijzer,  
CEO

We believe  
we are all part of a  
clean energy future

## Our values

We do good

We are entrepreneurial

We love winning

We enjoy the ride

## How we work



# We do good

## We care about people

- **A team of equals.** Whatever your preferences, background, gender, identification, religion or age, we're building a culture where everyone's treated with the same level of respect. Let's listen, learn about blind spots and overcome them together.
- **We hire consciously.** We commit to increasing the diversity of our team with every new hire.
- **Feedback feeds us.** We encourage you to speak your mind. See any misconduct or injustice? Know that you're safe to speak up. Any time.
- **Trust your process.** We promise to never micromanage but evaluate your output.
- **A chain that cares.** We only work with partners that ensure the well-being of their employees, anywhere in the world. Of course, we work in line with international standards on climate, environment and human rights.
- **Integrity guides the way.** Everything we do is firmly grounded within the laws and rules of the countries and fields we operate in. We won't do anything for our personal gain, nor that of friends or family members. Whenever there appears to be conflict of interest, such an activity can only move forward with the written approval of two Sunrock board members who are not linked to the apparent conflict of interest.

- **Healthy thinking.** We ask you to be aware of and follow our health and safety guidelines. We never cut corners when safety is concerned. Also, know that working under the influence of alcohol or drugs is a no-go. The same holds for during your commute.

## We care for our planet

- **Things & trash.** We take action to reduce waste and encourage you to do so, too. We believe less is more, but when we do need supplies, we buy CO2-neutral products with eco labels.
- **Transport & travel.** We don't offer (electric!) cars unless you really need one for your job. Cycling and public transport is always a good idea, for company trips as well. Also, why fly when you can Zoom?
- **Action & traction.** We expect you to participate in climate-oriented and social volunteering activities organized by Sunrock.
- **Food & drinks.** Please don't waste any water at our offices. But please do enjoy our monthly vegetarian lunch week!
- **Repair & care.** We don't throw things out but repair, recycle - and use with care.





# We are entrepreneurial

- **We persist and find new ways.** Everything we do is about getting things done and leading the way. Our entrepreneurial way of thinking leads us to success. No is not an option. If we really believe in something, there's always a way.
- **Think beyond that box.** We're in the business of clean-energy innovation. Best practices evolve every day. Feel free to be creative, use new methods or technology and find solutions where no one saw them coming.
- **Take ownership.** Whatever approach you decide on in your project, you are responsible for your choices along the way. When they're in line with our purpose, guidelines and ethics, we always have your back.
- **Keep it simple.** We believe in a practical approach. Keeping things simple enables us to gain traction and helps everyone we work with understand what we're doing.
- **Be transparent.** Our partners and clients should know everything about our projects, opportunities and limitations. By being transparent about our strengths and challenges, we're building solid relationships. Our management is transparent to you too, democratizing knowledge and decision-making.





# We love winning

- **It's how we win that matters.** We're collaborators. A win for one is a win for all! Always bring your a-game and challenge each other to deliver your best work. Unhealthy competition, solo stunts or diva behaviour are not our style. There's also no room for abuse of power, improper conduct, harassment of any kind, gossiping or intimidation.
- **Fail forward and learn.** The more you grow, the bigger your personal success. We believe in trying and encouraging each other to learn while doing so. Our line of business evolves every day. There's no guidebook – we're writing it together. Failing is part of that process. Be open about things that went wrong and share the wisdom you gained so we can grow with you.
- **Be constructive and supportive.** Feedback makes every one of us stronger. However, make sure your feedback is constructive. Winning is about lifting each other up to reach new heights. Be the colleague to count on whenever someone's stuck or in need of a hand.



# We enjoy the ride

- **Work hard, play together.** At Sunrock, we believe work and play are the same. We love to see you at our office regularly to catch up and have fun. We see our partners and suppliers as colleagues and treat them as such.
- **Every milestone and win, no matter how big or small, is a reason to celebrate.** We believe it's important to honor the colleagues that made success possible and appreciate how far we've come.
- **Work smart, work out!** A healthy body is a healthy mind. What's more, sports are fun! We offer various sports sessions to enjoy a workout together. Have a suggestion? Let us know.
- **A healthy lunch is enjoyed together.** Don't gobble up that sandwich behind your desk. We encourage you to take a moment for a healthy lunch and a chat with your colleagues.
- **Casual culture.** We don't do office politics and keep our organization as flat as possible. Don't let hierarchy ever hold you back from giving any feedback!
- **Our profit is your profit.** Every employee with a Sunrock contract will take part in the collective bonus scheme of Sunrock, thus benefiting from our shared success.





# We see you and hear you

These guidelines give you a clear idea of the culture we envision – and a clear perspective of the ways you can contribute. Do you see something that might be unethical, inappropriate or illegal? Ask yourself:

- Is this the right thing to do?
- Does this deviate from our normal procedure or company policy?
- Would I feel comfortable defending this behaviour in a staff meeting?
- How would it look if it made the headlines?
- Am I being loyal to my company and myself?

We encourage you to help your colleague honor our values. When possible, share your observation and start a conversation. If you're not comfortable doing so, you can count on your manager, HR, QHSE or our Confidential Counsellors. It's up to you to determine who you feel most comfortable with. Also, know that for whistleblowing, you can make a complaint at [LRI@SUNROCK.com](mailto:LRI@SUNROCK.com) or through an anonymous form on our website: <https://sunrock.com/esg-complains-concerns-form/>. Of course, we treat your concerns with care and confidentiality.



An aerial photograph of a large industrial building with a flat roof covered in rows of solar panels. In the background, several wind turbines are visible against a hazy sky. A large blue diagonal shape is overlaid on the left side of the image.

Your teamwork just got  
smarter.

**SUNROCK** Your energy  
just got smarter