

Fair Work policy

Last update: February, 2026

1. Introduction and policy objectives

Veil Energy is committed to fostering a **fair, transparent, and inclusive work environment**. We recognize that our employees are essential to achieving operational excellence, innovation, and sustainable growth.

This Fair Work Policy establishes the principles, practices, and responsibilities that guide **working conditions, ethical hiring, pay equity, and employee participation** across all locations. The policy ensures compliance with relevant labor regulations and collective agreements and supports alignment with **B Corp Fair Work standards**, promoting a workplace where employees are informed, respected, and empowered to contribute to company decisions.

2. Work schedules and predictability

2.1 Contracts information and National Collective Labor Agreement

Veil Energy employs all workers under contracts that define **fixed and predictable working hours**. The company does not utilize variable or on-call work schedules. Through their contract, employees are informed of all wage components relevant to them, all benefits they are entitled to (such as a 13th monthly salary), and the mechanisms used for setting and reviewing wages and benefits.

Italian employees of Veil Energy are employed under the **CCNL Industria Metalmeccanica** (national collective labor agreement for the metalworking industry). This agreement defines wage scales, working hours, allowances, bonuses, seniority increases, paid leave, and other contractual benefits. Employees may consult their CCNL wage tables, benefit provisions, and any supplemental agreements directly through the official CCNL documentation or via their human resources representative to understand all wage components and benefits to which they are entitled.

[Learn more about our CCNL](#)

For Veil Energy's German employees, instead of a fixed collective bargaining agreement, an employment contract is used that meets all the requirements of a corresponding collective bargaining agreement and contains the same provisions.

All contracts meet the following requirements:

- they are recognized under the applicable national legislation and are negotiated by representative organizations;
- they are in force and applied on a continuous basis by the company;

- they go beyond mere compliance with statutory minimum requirements, providing improved economic and normative conditions;
- they guarantee rights and protections that are at least equivalent to, and overall not less favorable than, those provided under national labor legislation.

2.2 Exceptional changes to work arrangements

Because Veil Energy does not operate variable schedules, the company does not cancel or reduce scheduled working hours on short notice.

Any exceptional changes to work arrangements are handled in compliance with the applicable CCNL, contractual obligations and applicable labor laws.

2.3 Commitment to Fairness and Predictability

Veil Energy is committed to:

- providing **stable, predictable working conditions**;
- ensuring **transparency** regarding work expectations;
- protecting employees from income or time instability related to scheduling practices.

This policy supports Veil Energy's broader commitment to fair work, employee well-being, and responsible business practices.

3. Ethical hiring and pay equity

All recruitment and interviews are conducted in a **fair, transparent, and non-discriminatory manner**:

- **Equal opportunity**: candidates are evaluated based on professional merit and job-relevant criteria.
- **Non-discrimination**: no candidate is treated differently on the basis of gender, age, ethnicity, nationality, disability, religion, sexual orientation, gender identity, family status, or other personal attributes.
- **Respectful treatment**: interviews are conducted professionally and respectfully.

- **Relevant questions only:** questions relate solely to the candidate's ability to perform the role.
- **Privacy:** personal data shared during recruitment is handled confidentially and in compliance with data protection laws.

Veil Energy **does not request or consider wage history** from job applicants at any stage of the recruitment process.

The company does not ask a preferred wage either, unless a wage scale is shown to the applicant beforehand.

Finally, Veil Energy **does not ask for credit checks or criminal records** during the application process - unless required by law, or an industry association or regulator.

By adhering to these standards, Veil Energy ensures **pay equity** and **fairness in hiring**.

4. Employee Feedback and Participation

Veil Energy actively **considers feedback from employees on decisions that affect them**. The company fosters open communication and participation through the following practices:

- **Regular meetings:** weekly meetings are scheduled and held regularly between team members, and team or task-based meetings take place daily, as needed. These meetings ensure that employees are informed about relevant company updates and have the opportunity to provide input on topics that affect their work or the organization.
- **Annual satisfaction and inclusivity survey:** Once a year, the company conducts a survey to gather employee feedback on satisfaction, inclusivity, and alignment with the company's values. Survey results are recorded, reviewed, and used to guide decisions and improvements.

Through these practices, Veil Energy ensures that employees are **kept informed**, have **opportunities to provide feedback**, and that **their input is actively considered in company decisions**.

5. Governance and responsibility

Management:

- approves the Fair Work Policy;
- ensures adequate resources and support for its implementation;
- correctly applies the policy.

Employees:

- participate in consultation and feedback channels;
- report any concerns, issues, or instances of non-compliance.

6. Conclusion

This Fair Work Policy reinforces our dedication to predictable work arrangements, ethical hiring, pay equity, and meaningful employee participation. By continuously monitoring compliance, encouraging open dialogue, and reviewing our practices as the company evolves, Veil Energy aims to maintain a workplace where employees feel valued, informed, and empowered to contribute to long-term, sustainable success.