
BOLL & KIRCH Compliance Program Group Guideline Diversity, Equality and Inclusion

BOLL & KIRCH and its affiliated, globally operating companies are committed to a culture of diversity, equality and inclusion.

We believe that a sustainable employer, that provides an inclusive and diverse work environment, where everyone can bring their whole self to work, is an integral part of a successful business. We can only utilize the full potential of our company if we have an inclusive and diverse organization that represents the customers and markets we serve. All employees should feel valued and have a sense of social affiliation. All employees should have the same opportunities. We fundamentally believe that diversity and inclusion increase the success of the **BOLLGROUP** by enabling a diverse mindset and a more and better innovation and decision-making.

1. Scope

On publication, this Group Guideline becomes binding for every employee of the **BOLLGROUP**.

In addition to complying with any local legal regulations related to this issue, the principles of this Group Guideline constitute a constant framework for all decisions.

2. Principles

- No discrimination and exclusion due to age, gender, sexual orientation, cultural background, nationality, skin colour, religion or physical or mental disability. This refers to the selection process of applicants, promotion of employees as well as the day-to-day dealings with each other. Any misconduct in this direction should be openly addressed and denounced.
- Diversity of mindsets, competencies and experience backgrounds enables creativity, innovation, dynamics and resilience. Therefore, it must be the goal and purpose to set up teams and departments as broadly as possible. We fill every position with the right person at the right time in the right team diversity.
- Our leaders harness the creative potential of diverse talents to achieve our business goals. We are aware of our social responsibility and offer diversity a "home".

- A successful company needs motivated employees. And motivation is achieved through family-friendly working conditions for all genders. That's why we promote mobile working solutions wherever they are possible and desirable in the operational and department-specific framework. In addition, wherever possible and covered by a works council agreement, we offer flextime models that allow flexible and family-friendly working hours order to come as close as possible to the goal of an equal opportunity workforce.

3. Questions, suggestions and contact persons

For questions and suggestions relating to this Guideline and its observation the employee's superior and the Compliance Director of BOLL & KIRCH, are available. In case of doubt it is essential that the correct procedure is agreed with one of these two persons.

Kerpen, December 2022



CEO



Director Compliance