

# Diversity, Equity, and Inclusion Policy

The Siegfried Group (Siegfried) is committed to fostering diversity, inclusion and equality Siegfried-internally as well as along our supply chain. As an internationally recognized outsourcing partner in the CDMO-industry active in Europe and world-wide, we base all our business activities on our five corporate values:



At Siegfried, diversity, inclusion and equality are an integral element of our core value «Integrity» and they are endorsed at the highest level by our Board of Directors and our Executive Committee. This policy applies to all Siegfried employees including the Board of Directors.

We value and treat everyone equally regardless of gender, ethnicity, cultural and social backgrounds, sexual preferences, tenure, language, professional and industry backgrounds, geographical experience and expertise, personal characteristics, confession and diversity of thoughts.

## No Discrimination

We fasten and foster a culture free of discriminatory behavior, i.e. due to age, gender, sexual preferences, disability, ethnic or national origin, religion or belief or other protected characteristics.

## Reject inequalities

We reject all forms of unlawful inequalities materializing in unequal pay and benefits, terms and conditions of employment, dealing with grievances and discipline, flexible working, talent recognition and development.

## Foster Diversity & Inclusion

We provide and promote diversity, equality, fairness and respect for all our employees and along our supply chain.

## Respect Individual Freedom

We reassure and respect freedom of conscience or belief, freedom of expression, as well as freedom of association and the right to collective bargaining.

- ① At Siegfried, we strive for excellence and recognize that our differences make us stronger. We respect and value diversity and inclusion of differences, realizing we can learn from each other. We foster an open-minded culture of respect, equal worth of individuals and recognize that words and actions matter. With our global presence and a high level of cultural diversity, we believe that understanding and respecting how cultural differences affect relationships, ways of working and communication as well as language competence are critical for our future success.
- ② At Siegfried, we encourage diversity, inclusion and equality in the workplace. We do not tolerate any form of discrimination due to age, gender, sexual preferences, disability, ethnic or national origin, religion or belief or other protected characteristics. We reject all forms of discriminatory behaviors and patterns materializing in inequality with respect to pay and benefits, terms and conditions of employment, dealing with grievances and discipline, flexible working, or talent recognition and development.
- ③ At Siegfried, we support a welcoming working environment free of bullying, harassment, victimization and unlawful discrimination, promoting collaboration, fairness, dignity and respect for all and where individual differences and the contributions of all employees are recognized and valued. We aim to eradicate prejudices and biases and act with integrity on our daily working life.
- ④ At Siegfried, we take seriously any complaints of our employees relating to bullying, harassment, victimization and unlawful discrimination. Our speak-up helpline allows all employees to raise concerns. Siegfried ensures no retaliation against anyone who seeks advice or reports potential violations of statutory laws or our Code of Business Conduct in good faith.
- ⑤ At Siegfried, we communicate the importance of diversity, inclusion & equality and provide regular trainings to managers and all employees about their rights and responsibilities under this policy. We continuously strive to raise the awareness of all our employees in order to implement and maintain a culture of mutual respect and equal worth of individuals. In addition, we offer a variety of trainings focusing on the development of social skills of our employees through our Siegfried Academy.
- ⑥ At Siegfried, we adhere to the international standards and guidelines relating to diversity, inclusion and equality in the workplace. We conduct periodical self-assessments of our own human resources operations to ensure that all Siegfried sites at all times respect (i) the principles set forth in our Code of Business Conduct and (ii) all locally applicable labor laws and regulations in regard to employee human rights.

## Integrity Helpline

Do you need further information on this policy or want to ask for advice?

Do you want to report a concern?

Please visit the following link:

[www.siegfried.ethicspoint.com](http://www.siegfried.ethicspoint.com)



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