

Diversity & Inclusion Policy



GFT Technologies SE

GFT Technologies SE
Group HR

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1 POLICY STATEMENT

At GFT we are committed to cultivating, fostering, and preserving a culture of diversity, equity, and inclusion.

We want to attract, recruit, develop and retain the most talented employees, regardless of their background. We are guided by our values in everything we do and recognize that being a diverse and inclusive employer helps us fulfil our social responsibility to make a difference.

We are committed to attracting young people to tech through corporate volunteering programs and empowering diverse talent to join our digitalization journey following our CSR goal - "Grow tech talent worldwide".

"At GFT, diversity, equality, and inclusion are at the core of who we are. Ensuring a strictly non-discriminating working environment for all communities is one of the main pillars of our diversity strategy, based on our core values and inclusive culture."

Diversity leads to innovation and moves companies forward as a whole. We know through experience that different ideas, perspectives and backgrounds create a stronger and more creative work environment that delivers better results.

Inclusion is how we unleash the power of diversity. We strive each day to foster a sense of belonging and empowerment in our diverse workplace."

(Marika Lulay - CEO, June, 2021)

2 SCOPE

This policy applies to all conduct in the workplace and also to conduct outside of the workplace that is related to your work at GFT (e.g. at meetings, social events and social interactions with colleagues) or which may impact on GFT's reputation (e.g. the expression of views on social media, contrary to the commitments expressed in this policy, that could be linked to GFT). The rights and obligations set out in this policy apply equally to all employees (and subcontractors) of GFT.

We work within the spirit of **promoting a culture of respect and dignity** and actively challenging discrimination, should it ever arise.

GFT is committed to provide **equal opportunities** throughout employment including in recruitment, training, and development of employees, and to pro-actively tackling and eliminating discrimination.

We will continue to support our leadership and employees to demonstrate the principles of diversity and inclusion in their everyday activities, roles, and functions.

3 DEFINITIONS

Every employee is entitled to a working environment that promotes **dignity, equality and respect for all**. GFT will not tolerate any acts of unlawful or unfair discrimination (including harassment) committed against an employee, contractor, job applicant or visitor because of a protected characteristic as gender identification and reassignment, marriage and civil partnership, maternity and paternity, ethnicity (including race, colour, nationality and national origin), disability, sexual orientation, religion and or belief, age.

GFT considers diversity and inclusion to mean celebrating difference and valuing everyone. Each person is an individual with visible and non-visible differences and, by respecting this, **everyone can feel valued for their contributions** which is beneficial not only for the individual but for GFT too.

We will continue our effort to promote equality, which means breaking down barriers, eliminating discrimination and ensuring **equal opportunities and access for all groups**.

4 GUIDANCE

GFT embraces and encourages our employees' differences in age, colour, disability (or chronic illness), ethnicity, family or civil status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, ethnicity, religion, sexual orientation, socio-economic status, and other characteristics that make our employees unique.

GFT encourages and enforces:

- **Respectful communication and cooperation** between all employees.
- **Teamwork and employee participation**, permitting the representation of all groups and employee perspectives.
- **Work/life balance** through flexible work schedules and environment to accommodate employees' varying needs.

We set out below some examples of application:

- **Recruitment:** Selection for employment at GFT will be on the basis of performance and ability. Where possible, GFT will capture applicants' diversity demographics as part of its recruitment processes to promote the elimination of unlawful discrimination.
- **Training:** You may also be required to participate in training and development activities to encourage the promotion of the principles of this policy.

- **Promotion:** All promotion decisions will be made on the basis of merit, and will not be influenced by any of the protected characteristics listed above. Promotion opportunities will be monitored to ensure equality of opportunity at all levels. Where appropriate, steps will be taken to identify and remove unnecessary or unjustifiable barriers to promotion.
- **Employment:** The benefits, terms and conditions of employment and facilities available to GFT employees will be reviewed on a regular basis to ensure that access is not restricted by unlawful means and to provide appropriate conditions to meet the special needs of disadvantaged or under-represented groups.

5 RESPONSIBILITIES

All employees of GFT have the **responsibility to treat others with dignity and respect** at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. As part of your employee onboarding, **you are expected to read and familiarize yourself with this policy.**

This policy is also of particular relevance to executive directors, line managers and other employees concerned with recruitment, training and promotion procedures and employment decisions which affect others.

Each of us has a personal responsibility for the application of this policy.

6 GOVERNANCE

The Managing Directors of GFT Technologies SE have overall responsibility **for this policy** and that all those under their control comply with it. **HR departments have primary and day-to-day responsibility** for implementing this policy and for monitoring its use and effectiveness. This policy will be **reviewed regularly by Group HR** and adjusted accordingly. Management at all levels are responsible for ensuring those reporting to them are made aware of and understand this policy.