

# Diversity policy

**Diversity is a fundamental value of society.** Due to the global nature of the Brose Sitech Group and the multicultural nature of our Employees, diversity is critical **to the success, innovation** and **attractiveness of** our organization.

Our employees come **from different cultures** and different locations. They have unique experiences, beliefs and skills. It is these differences that shape us both individually and as an organization. Our **diversity** helps us grow, get better and strengthens us as a group.

At Brose Sitech, we strive to create **a safe and inclusive work environment** where all Employees feel accepted, respected, valued and supported; a place where every Employee can make the most of their talents and their potential, regardless of gender, nationality, age, health status, religion or sexual orientation.

By promoting **diversity, equality** and **inclusion**, we shape a culture of dialogue, openness and cooperation among our Employees, Stakeholders, Customers and the Society.



## Diversity

For us it means all visible and invisible, innate and acquired differences, but also similarities between people, such as gender, age, ethnicity, disability, sexual orientation, religion, ancestry, language, marital status, education, work experience and lifestyle. We believe we can effectively leverage these differences and similarities for the benefit of our organization, as well as the wider society.



## Equality

In our actions, we strive to treat all employees fairly and to support them in the event of any problems. We are committed to ensuring that all employees have the same opportunities to grow, achieve professional success and shape their individual career path at Brose Sitech. We endeavour to ensure that disadvantaged groups have the opportunity to participate fully in professional and social life.



## Social inclusion

In all Brose Sitech activities, we make every effort to improve and facilitate the integration of all Employees, regardless of gender, age, health status and nationality. We promote a culture of a safe work environment where Employees feel respected and listened to and can participate in the organization's activities at any time.

