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### Change history

Ver.	Effective Date	Creator	Changes

## RGR-11-1 – Diversity, equity and inclusion

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## 4 Governance Rule

### 1. Purpose

The purpose of this policy is to create an inclusive working environment for everyone in the RENK Group based on commitment, cooperation and appreciation. This intention is firmly anchored in the company's values and culture. The present principles on diversity, equality and inclusion give expression to the common understanding of this topic in the RENK Group. They are critically reviewed, revised and optimized on an ongoing basis. A number of differences in terms of gender, physical ability, sexual orientation, nationality, gender identity, race, religion, age or education, industry background are protected by law in the countries in which the RENK Group operates. However, there are countries where local laws do not cover these important areas. To ensure that RENK employees find a respectful workplace, RENK takes a global and consistent approach to all countries in which RENK operates.

### 2. Scope

This Governance Rule applies to all companies of the RENK Group in which RENK GmbH directly or indirectly holds a majority interest or over which RENK GmbH exercises a controlling influence. These companies must adopt the Guideline on a 1:1 basis on their own responsibility. Modifications to company-, business- and country-specific requirements are possible in consultation with the corporate department Governance, Legal & Compliance.

### 3. Preamble

RENK Group is a global company committed to diversity, inclusion and equity. With an enduring aim to be an employer of choice, RENK recognizes that attracting, developing and retaining a diverse workforce is a precondition for being a trusted partner.

The collective sum of individual differences, life experiences, knowledge, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but also RENK Group's sustainable success. To sustain and grow our business, we require diverse perspectives and the flexibility to work with a variety of people wherever we conduct business.

We therefore encourage all employees to realize their full potential and career ambitions through equal access to career, learning and development opportunities irrespective of personality, gender, age, ethnic or national origin, religious beliefs, disability, sexual orientation, family status or social background.

We are committed to creating a safe, flexible and productive work environment that allows our employees to engage in a challenging career. Accordingly, we offer a market aligned remuneration for all, regardless of gender and other diversity differentiators. Our Diversity, Equity and Inclusion policy is reinforced by our values:

### **3.1 Competence**

We attract and retain diverse and talented people across the globe to understand our customers and to grow. Embracing a diverse and competent workforce increases our ability to create value for our stakeholders. Although selection of candidates is based on having the best qualifications and experience, it is recognized that diversity improves our success.

### **3.2 Cooperation**

Inclusion helps us to build better teams to fully understand and fulfill our customers' needs as well as operate effectively in a global business environment, where focus is on trust, efficiency and reliability.

### **3.3 Responsibility**

Diversity works best when equity is also a focus and we are committed to removing obstacles to creating an inclusive culture. We are convinced that a diverse organization at all levels produces better business results, when equity is the foundation. Equity encompasses total rewards, learning and development opportunities and equal access to career growth.

We will not tolerate any discrimination on the basis of – but not exclusively – gender, age, religion or beliefs, ethnic or national origins, family or social status, sexuality or disability or on any other basis prohibited by law in any condition of employment.

The main responsibility for executing this policy lies with the management, the executives and each individual employee – in particular the management of each entity and local HR, as well as with the employee representatives if available. Management, executives and the HR departments are responsible for ensuring that people processes are carried out in accordance with this policy.

## **4. Compliance with local laws and regulations**

In addition to the adherence to this global policy all sites must follow applicable local laws and regulations in case those require additional protective actions. Any breach of this policy might lead to disciplinary measures according to local legislation.



**Trusted Partner.**

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