

Our policy for diversity, inclusion and equality

Diversity, equality and inclusion are key principles for a fair, just and respectful society. They relate to the promotion of diversity, equal opportunities and the creation of an environment in which all people feel welcome and valued, regardless of their different characteristics and identities.

A diverse society can only be considered fair if all members have equal rights and can participate actively and equally in all areas. Promoting these principles leads to a fairer and more respectful society in which the strengths of different perspectives and experiences can be utilised.

Scope of application

These guidelines apply to all employees of FIMA Maschinenbau GmbH, as well as its direct sales representatives and co-operation partners worldwide.

Definition

- *Diversity* refers to the recognition and appreciation of differences between people. These differences can include many areas, such as gender and gender identity, ethnicity, cultural background, age, sexual orientation, disability, religious beliefs, socio-economic status or educational background. Diversity means not only the existence of these differences, but also the active promotion of an environment in which these differences are respected and recognised in their various forms of expression.
- *Equality* is the principle that all people should have the same rights and opportunities, regardless of their personal characteristics or social identities. It is about preventing and eliminating discrimination and unequal treatment based on gender, origin, age, sexual orientation or other factors. It also involves striving for a fair distribution of resources and opportunities in order to offer equal opportunities to all people.
- *Inclusion* aims to actively integrate all people into society, the world of work, educational institutions and other areas, regardless of their individual differences. Inclusive practices ensure that no one is marginalised or disadvantaged because of their characteristics. Inclusion means not only the physical presence of people from different backgrounds, but also active participation and the opportunity to develop fully and equally in an environment.

Responsibilities

- *Company management*: The company management is committed to promoting a culture of diversity, inclusion and equality and ensuring that all necessary resources are provided to implement these values throughout the company.
- *HR department*: Responsible for developing and implementing training programmes, recruitment strategies and monitoring equal treatment of all employees
- *Managers and team leaders*: Managers are responsible for promoting an inclusive and respectful working environment in their teams and ensuring that all employees are treated equally. They are also responsible for responding to and reporting possible discrimination or unequal treatment.
- *Employees*: Every employee is obliged to actively contribute to an inclusive and respectful working environment, to avoid discrimination and harassment and to report these immediately if they occur.

Application

- Ensuring an inclusive working environment that recognises and promotes diversity.
- Discrimination of any kind is actively combated in all forms (direct, indirect, conscious or unconscious) within the organisation.
- Zero tolerance of any form of harassment (sexual, verbal, physical) in the workplace.
- Creating an environment in which all employees feel valued and actively contribute to a positive corporate culture.
- Promoting a working environment that does not tolerate discrimination and actively reduces prejudice.
- Establishing a respectful and safe working environment for all employees

Commitments

- Promote a culture of respect, fairness and equal opportunities for all employees.
- Ensure that all employees are treated equally regardless of gender, origin, sexual orientation, age, disability or other characteristics.
- Promote inclusion through special programmes that actively target people from underrepresented groups.
- Zero-tolerance policy towards discrimination, whether based on gender, race, disability or other characteristics.
- Implement clear reporting procedures for harassment and abuse.
- Ensure that all complaints are taken seriously, treated confidentially and investigated as quickly as possible.
- All employees are obliged to behave respectfully and to refrain from discrimination and harassment.
- Managers have a responsibility to promote an inclusive and respectful atmosphere and ensure that all policies are adhered to.

Violations

Any violation of this policy may result in disciplinary action ranging from a warning to termination, depending on the severity of the offence.

Final provision

This policy comes into force with immediate effect and will be reviewed annually to ensure that it continues to meet the needs of the company and its employees. Changes and amendments to this policy require the approval of the company management and will be communicated to employees in a timely manner.

Date: 02.04.2025

Signature: _____

(Name and position) Michael Hansen, CEO