

## CTDI Europe's Policy for Diversity & Inclusion

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CTDI Europe's policy is to not discriminate on gender, race, color, sex, age, religion, creed, sexual orientation, marital status, national origin, or disability.

As a company with 21 sites in 12 European countries, inclusion, diversity, and equality is a very important issue for CTDI Europe. We want to create an environment in which all our employees feel valued, included and empowered to contribute their knowledge and skills. With their individual experiences, our employees make the greatest contribution to the success and growth of the company. We want to be an attractive company for our employees and for new talent and will continue to promote diversity, equality and inclusion.

CTDI Europe's guidelines to all our European affiliates and management is to

- Consider our diversity policy in the recruiting process. Everyone shall be treated equal. Best candidates independent of diversity shall have the opportunity to move on shortlist and to be hired, promoted and developed. CTDI Europe also supports hirings and transfers from other CTDI affiliates or other countries as well as of disabled people.
- Act according to our diversity policy for training and development and staff promotions.
- Set structures and processes for equal pay of employees.
- Build a diverse team, not just to look good on paper, but to live CTDI Europe's culture related to diversity, equality, and inclusion. It's not about KPIs, it's about everyone's attitude and behavior as leader, having a sense of empathy for the different experiences that people go through. And empower our employees for innovations, changes, and decisions.
- Offer reasonable programs and opportunities for female returners but also all other employees after extended leave for caring reasons (e.g. maternity leave, supporting a relative, voluntary social year, sabbatical).
- Build a good and reasonable local environment and workplaces to support disabled people.
- Consider the needs of underrepresented age-groups and older people and support them.

Workers who bring forward grievances in good faith will not be retaliated against or punished.

### Sexual harassment

There is consensus at CTDI Europe that sexual assault and harassment constitute a significant impairment of the persons concerned, their personal rights, their right to sexual self-determination and their employment contract.

CTDI sees itself as responsible for preventing and/or specifically clarifying and prosecuting cases of sexual harassment in the workplace. Those affected should be encouraged to complain, and harassers should be made aware of the clear boundaries and possible consequences of their behavior.

CTDI Europe also sees the prevention of unwanted sexual harassment as an important contribution to the implementation of the jointly aspired corporate culture.

### **Verbal harassment**

There is consensus at CTDI Europe that combating verbal harassment and any form of bullying is an important duty of concern. CTDI Europe has a responsibility to ensure that, as soon as it becomes aware of any harassment activities or reprisals against individuals or groups of employees, it works to achieve a functioning, humane working environment and to ensure the peace and the productivity of the company.

There is a corporate will to improve the working atmosphere, to use and deal with conflicts productively and to prevent negative effects of social conflicts on individuals.

This policy is valid as of 17.01.2025 and replaces the former policy from 28.02.2023



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