
Diversity policy within the Pfleiderer Group B.V. & Co.KG

This diversity policy has been introduced by **PFLEIDERER GROUP B.V. & Co. KG** (the 'Company'), as a holding company of Pfleiderer Group with effect to all companies and all employees of the Pfleiderer Group.

Pfleiderer Group is one of the biggest European manufacturers of wood-based materials used in furniture, interior design and construction. The Pfleiderer Group is committed to fostering, cultivating and preserving a culture of diversity and inclusion. Realizing the full potential of these capabilities will enhance our performance through helping us define new markets, solve customer challenges and meet stakeholders' expectations with innovation and creativity.

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and Pfleiderer Group's achievements as well.

The purpose of a diversity policy can be seen, *inter alia*, in hiring employees of different gender identity or expression, age, education profile, language, qualifications, professional experience, nationality, ethnic background, religion, denomination, non-denominational character, political views, state of health, psychosexual orientation, family status, socio-economic status, lifestyle, place of residence, form, scope and basis of employment, ensuring respect, tolerance and equal treatment in the workplace for all employees, as well as creating a work environment contributing to making the most of the above differences for the good of the Pfleiderer Group.

The additional objective of Pfleiderer Group's diversity policy is to counteract any kind of discrimination. In particular, in the Group's Companies, discrimination based on origin, sexual orientation, outlook on the world, religion, belief, disability, handicap, and age is strictly counteracted.

The above-mentioned principles and values are used in relation to all employees hired within Pfleiderer Group, including the members of governing bodies and key managers.

The Pfleiderer Group's diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection, compensation and benefits, professional development and training, promotions, transfers, social and recreational programs, layoffs, terminations, and the ongoing development of a work environment built on the premise of gender and diversity equity.

All employees of the Pfleiderer Group have a 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. Our employees apply to the standards and business behaviors set by the Code of Business Conduct and the Pfleiderer Group's values.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the Company's diversity policy and initiatives should seek assistance from a supervisor, an HR representative, the person responsible for the act of equal treatment or report via the internal reporting system in the Compliance Section in the intranet.

Management Board of Pfleiderer Group B.V. & Co.KG