



DIVERSITY, EQUITY AND INCLUSION POLICY

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Introduction

Indaver is fully committed to developing and preserving a culture of equity, inclusion and diversity (DEI).

Our human capital is a collective sum of individual differences, life experiences, knowledge, unique capabilities and talent that our employees invest in their work. We embrace our employees' differences, which also make our employees unique.

This policy applies to all Indaver employees and aims to:

- Clarify and promote a common understanding of DEI across Indaver
- Set out Indaver's commitment to an equitable, inclusive and diverse workplace
- Set the concrete priorities and actions to meet Indaver's commitment

What does DEI mean for Indaver?

Diversity: various differences that exist within individuals and groups

In Indaver this means that there is a place for everyone, regardless of background, age, race, religion, ethnicity, marital status, gender identity or expression, sexual orientation, political affiliation, national origin, physical and mental ability and other characteristics. In Indaver we embrace, value and believe in inclusion regardless the background of people.

Equity: fairness of treatment

In Indaver this means that we treat everyone fairly. Treating employees fairly is not the same as treating them the same. We recognize that every employee is different and needs different conditions to thrive and grow. We put in place policies and tools to give everyone access to the same opportunities.

Inclusion: actively engaging people's differences and enabling employees to feel valued and welcomed, able to fully contribute

In Indaver this means that everyone feels respected, heard and involved. For employees to feel included means being accepted and valued, able to speak up and to contribute. It implies an open and transparent culture with mutual trust, which enables us to make better decisions and unlock innovative ideas.

Introduction

What is Indaver's DEI commitment?

Indaver's commitment to equity, inclusion and diversity is applicable to all areas of the business including recruitment, compensation and benefits, professional development, promotion and succession planning.

We believe that developing and preserving an equitable, inclusive and diverse workplace is essential for our success, and we are committed to supporting our employees in this effort. We encourage all employees to join us in creating a work environment that is inclusive and respectful of all individuals.

Under this policy, we are fully committed to creating and maintaining a work environment that is **free from discrimination and harassment** on the basis of age, race, religion, ethnicity, marital status, gender identity or expression, sexual orientation, political affiliation, national origin, physical and mental ability and other protected characteristics.

We are committed to **providing equal opportunities** for all employees, and we will not tolerate any form of discrimination or harassment in the workplace. We will take appropriate disciplinary action against any employee who engages in discriminatory or harassing behavior, up to and including termination.

How do we make our DEI commitment concrete?

Indaver's commitment is to be an equitable, inclusive and diverse workplace that fosters an inclusive culture.

Although we respect all dimensions of DEI, we put forward as priorities:

- Culture diversity: having teams which represent the international nature of Indaver and bring together the most appropriate expertise and knowledge from different nationalities and cultures, to enable the optimal success for Indaver.
- Multi-generational: hearing the voices of all generations in our workplaces, ensuring that all employees feel recognized and appreciated.
- Remuneration policy: Maintain equal pay for like work in line with the local labor markets that we operate in. 'Like work' is defined as work that is the same, similar or work of equal value.

To show Indaver's commitment, KPI's are set to report in all openness the status on the above-mentioned themes.

