

EVVA DIVERSITY POLICY

General information

Diversity and inclusion among employees and a culture of equal opportunities are the basis for EVVA's success. They are an important driver of innovation and creativity within the company. EVVA is convinced that the different backgrounds and experiences of our employees and the appreciation of their individual differences are an enrichment for our company.

Key aspects for the implementation of diversity, inclusion and equal opportunities include the creation of transparency, the consideration of specific needs of younger generations, the growing number of older employees and the requirements for mobile working and work-life balance.

EVVA promotes sustainable action within the company, which is largely dependent on an appreciative attitude and the comprehensive inclusion of diversity. Various innovation and improvement initiatives are used at all levels of the organization to increase the quality of our products and the satisfaction of our customers.

We want to create an environment in which all employees have the opportunity to contribute to the company's success and are valued and respected for their special skills, experience and perspectives. To this end, we offer all people equally diverse opportunities for development and fulfillment, regardless of their gender or sexual orientation.

We strive to ensure that no one is treated inappropriately or disrespectfully in the workplace. We have a zero-tolerance policy towards any form of discrimination, harassment or unwanted sexual advances. Our daily, prudent interactions and behavior are consistent with our values and our Code of Conduct.

Creating a respectful working environment means that people are not discriminated against, e.g. on the basis of

- age
- disability
- gender or sexual orientation
- marital or civil partnership status
- marital status, including pregnancy, maternity, paternity or other caring status
- ethnicity, including origin, nationality or skin color
- religious, political or other beliefs

Notices, complaints & confidentiality

Incidents of non-compliance with this policy or other behaviors that have a negative impact on inclusion and diversity should generally be reported in the first instance to the manager or/and employees of the HR department or can be raised in the Headquarter in Austria or the site in Germany through the "EVVA Compliance Line" in a confidential manner. This is an anonymous reporting channel on the intranet under [Our EVVA > Compliance Line Austria](#) or [> Compliance Line Germany](#). We undertake to handle such reports or complaints promptly and thoroughly (and as confidentially and sensitively as possible).

Sanctions

We take consistent and immediate action against any behavior that violates the principles and rules of conduct set out in this policy and of which we become aware. In such cases, internal proceedings will be initiated, which may lead to the imposition of appropriate disciplinary sanctions and other legal consequences, including termination of employment.

Scope of application

This Diversity Policy applies to all persons who work for the EVVA Group.

Thank you for your binding compliance!