



## DIVERSITY POLICY FOR THE H+H GROUP

### **Purpose**

In support of H+H's commitment to behave responsibly in the market place, H+H has adopted a Diversity Policy which is consistent with the H+H Code of Conduct describing the principles of how we do business in accordance with the rules and regulations in the countries within which we operate, acting with integrity and high ethical standards.

H+H recognizes the advantages of diversity, values its diverse workforce and believes in the equality of people. We expect all our employees to respect the varied backgrounds, skills and cultures of others and are committed to providing equal opportunities in employment decisions, based on individuals' qualifications, without unlawful discrimination.

### **Scope**

This Diversity Policy applies to all H+H employees and H+H activities within all H+H entities, including but not limited to external and internal recruitments, promotions, development opportunities and any other personnel decisions.

### **Policy**

At H+H, we are committed to be a reputable and responsible business partner wherever we operate. We also recognize that diversity is a key competitive advantage and important to achieving success in a global environment. Therefore, H+H encourages diversity at all levels of the organization, without compromising on competence, qualifications and quality. Our commitment to promoting diversity and inclusion shall be reflected in all aspects of our daily actions, relations and communication with all employees, customers, and business partners.

H+H seeks to be an attractive workplace for people with varied backgrounds, skills and cultures. We are committed to providing equal opportunities in employment and always hiring the most qualified candidate for each of our recruitments, whether internal or external. Our aim is to recruit from a diverse mix of cultures, backgrounds, skills, expertise and experiences to create a dynamic organisation that continues to advance the H+H group in line with its strategic objectives. We also believe that all individuals should have the same rights and opportunities and do not discriminate against any individual on the basis of race, gender or gender identity, age, national origin or citizenship, religion, sexual orientation, marital status, disability or genetic information or any other legally protected categories.

At H+H, we endeavor to ensure that all employees have equal opportunities for developing themselves, furthering their careers and for attaining and occupying management positions according to their capabilities and qualifications. We strive to eliminate both intentional and unintentional discrimination that limits the diversity of our workforce.

Every H+H manager is responsible for fostering an inclusive and open working climate where diversity can be embraced. Each H+H entity is responsible for prioritizing activities that promote diversity and inclusion in accordance with local legal requirements and our strategic priorities. All H+H employees are responsible for behaving in a manner that is in accordance with the values expressed in this Diversity Policy and the H+H Code of Conduct.

Discriminatory behavior by H+H employees may have a significant adverse effect on H+H's business and reputation. In case of an infringement of discrimination laws, the consequences for H+H and its employees can be severe.

All H+H employees are encouraged to report any behavior which is not in accordance with this Diversity Policy to their line-manager, local management or group legal. Reports can also be filed through our online whistleblower system (available via all H+H websites). All reports made in good faith of violations of this Diversity Policy shall be fully investigated, and retaliations against anyone who reports non-compliance shall not be tolerated.