

Anti-discrimination policy of Encavis Group

Introduction

Encavis GmbH and its subsidiaries (hereinafter referred to as the "Encavis Group") are committed to diversity and equality. We believe that everyone has the right to be treated fairly and respectfully. This Anti-Discrimination Policy (hereinafter "Policy") serves to prevent discrimination within the Encavis Group and to ensure that all employees can enjoy a working environment characterised by mutual respect and appreciation.

Scope of application

This policy applies to all employees of the Encavis Group, regardless of their position or employment relationship.

Principle of non-discrimination

The Encavis Group is committed to upholding the principle of non-discrimination. This means that no person may be disadvantaged, hindered or harassed on the basis of gender, race, ethnic origin, religion, sexual orientation, disability, age or other protected characteristics.

Measures to prevent discrimination

We implement the following measures to prevent discrimination and promote an inclusive working environment:

1. Awareness and training: We provide training and awareness activities for all employees to raise awareness of discrimination and promote behaviour that prevents discrimination.
2. Reporting system: We have established a reporting system through which employees can report cases of discrimination or harassment. These reports are treated confidentially.
3. Investigation and action: All reported cases of discrimination are carefully investigated. If discrimination is found, appropriate measures are taken to clarify the situation and prevent it from recurring in the future.
4. Equal opportunities: We promote equal opportunities in all areas, including recruitment, promotion and career development. All decisions are made on the basis of qualifications and performance, without regard to protected characteristics.

Harassment

The Encavis Group does not tolerate any form of harassment, be it sexual harassment or other types of harassing behaviour. Harassment will be considered a violation of this policy.

Effects of discrimination

This policy supports the values and Code of Conduct of the Encavis Group. Violations of the policy are taken seriously. Depending on the severity of the violation, the consequences may range from a warning to termination of employment.

Summary

The Encavis Group is committed to creating a working environment that is free from discrimination and

harassment. We expect all employees to respect this anti-discrimination policy and actively contribute to the promotion of diversity and equality within the Encavis Group.

This policy is regularly reviewed and updated to ensure that it complies with current legal requirements and best practices.

A handwritten signature in blue ink, appearing to read 'MS', is positioned above the name and title of the CEO.

Mario Schirru
CEO