



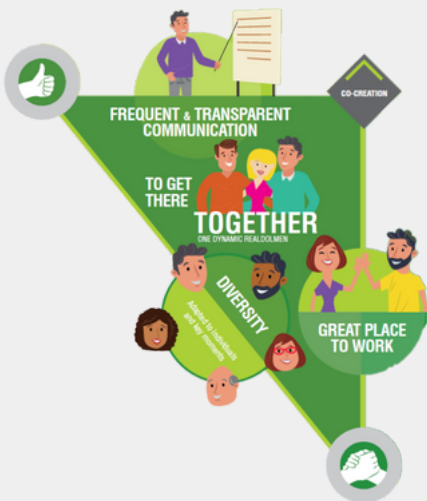
DIVERSITY STATEMENT

Employee Centricity: To get there, together!

As a company, we are committed to putting our employees right at the heart of our strategy. Our **Employee Centricity policy** helps us do this. It also answers the question: "What is in it for me to work with Realdolmen?".

The policy consists of 6 building blocks, the fifth of which is 'to get there, together.'

Close cooperation ensures cohesion and connection. And that is what we really strive for: to ultimately be one dynamic company. It's also the reason we work towards **an environment that unites many unique, diverse colleagues**, with respect for each person's individuality. We consciously opt for and guarantee diversity because we recognize its **social importance**, and because we believe in the value it adds to our company.



OUR COMMITMENTS

- 1 We objectify our personnel policy and ensure that:
 - The recruitment and selection process focuses on people's competencies and offers equal opportunities to all;
 - Everyone gets the same training and development opportunities;
 - The pay policy is non-discriminatory;
- 2 We evaluate our job vacancies and the recruitment channels we use to ensure we reach a diverse group of candidates; We objectify the selection interview and the practical tests;
- 3 We reject any discriminatory conditions set by customers or other external parties;
- 4 We demand respect for the individuality of all our employees, and we repudiate discrimination based on race, age, gender, sexual orientation and so forth;
- 5 We create a working environment free from discrimination, harassment and bullying, where everyone is treated with dignity and respect. Our Employee Centricity policy helps us do this.