

Diversity and Inclusion Policy

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EIT Manufacturing



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What is the difference between diversity & inclusion?

Diversity and inclusion are two notions that are inextricably linked, yet they are in no way equivalent to one another. The concept of diversity refers to the composition of an organization or group. The degree to which the contributions, presence, and viewpoints of other groups of individuals are recognized and included into an environment is what we mean when we talk about inclusion.

An environment that is varied in terms of gender, ethnicity, nationality, and sexual orientations and identities, but in which only the viewpoints of select groups are respected or have any power or influence is not inclusive. Such an environment may be diverse, but it is not inclusive.

A diverse and inclusive workplace is one in which all employees, regardless of who they are or what they do for the company, feel equally supported and engaged in all aspects of the workplace. The phrase „in all aspects“ is essential.

This policy describes what EIT Manufacturing does in terms of diversity and inclusion, it explains how we address complaints, and it indicates that EIT Manufacturing adheres to not just with national legislation but also with the Diversity Charter. These are all crucial aspects for employees and partners to know.

EIT Manufacturing is committed to diversity, and we are proud of the fact that our team members represent a variety of countries and genders at all organizational levels.

Purpose

Diversity & Inclusion at EIT Manufacturing seek to provide our company with a range of views and opinions so we may better understand and cater to the demands of our different consumers. We all deserve the chance to work in a setting that is secure, encouraging, and inclusive so that we may each reach our full potential.

EIT Manufacturing encourages all of its employees to resolve any workplace problems that could be impeding this.

Scope

The whole EIT Manufacturing community, including its partners, is subject to this policy.

Also, this policy is applicable to all hiring and training procedures as well as any interactions with customers and clients. Customer and community-related decisions will only be made based on business related factors; extraneous data will not be considered.

The promotion and advancement of this policy are the responsibility of all workers. The organization's disciplinary policy will be followed in dealing with any behavior, acts, or comments that violate the policy.

Managers have a responsibility to put this Policy into practice and to take all reasonable steps to ensure that EIT Manufacturing fosters and maintains an inclusive and diverse culture.

Definitions

There shall be no discrimination on the following grounds by EIT Manufacturing or its employees:

- Sex or gender reassignment
- Race
- Colour
- Ethnic or social origin
- Genetic features
- Language
- Religion or belief
- Political or any other opinion
- Membership of a national minority
- Property
- Birth
- Disability
- Age
- Sexual orientation, marriage, civil partnership
- Or any other irrelevant factor

Instead, EIT Manufacturing will cultivate a culture that values justice, openness, transparency, and equality.

Process within EIT Manufacturing

a) Raising Concerns

You may resolve problems by having a casual conversation with your line manager or the human resources division.

Also, you may start a grievance procedure (See separate policy).

b) Managing Performance with Diversity and Inclusion

All workers' performance indicators will include goals related to fair and inclusive practices, and performance assessments will incorporate these goals on a regular basis throughout the year. Employees should be able to freely share any concerns they may have about fairness, transparency, and equal opportunity at official performance management sessions as well as any casual discussions with the line manager. Also, these meetings provide line managers with an opportunity to make sure that employees are conscious of their roles in the company.

c) Assessing diversity and inclusion

Every year, EIT Manufacturing will perform an inclusion survey with the goal of determining how much the workforce feels included, what policies they see as beneficial, and which ones they see as restrictive. Participants will have the chance to provide suggestions for activities that EIT Manufacturing can take to better enforce diversity and inclusion in the workplace.

EIT Manufacturing will evaluate its current documentation and procedure as part of its annual policy and practices review, or sooner if necessary. The evaluation will pay special attention to how they promote inclusion and diversity, show fairness, and, if applicable, discourage inclusion or encourage inappropriate behaviour.

d) Advocating and Ensuring Diversity and inclusion

EIT Manufacturing is aware that promoting diversity and inclusion requires more than simply creating a policy; it should permeate every aspect of how we do business and be represented in all of our HR policies and procedures. EIT Manufacturing will focus on the following in particular:

When hiring, make sure the prospects are people whose values align with those of EIT Manufacturing.

Throughout the onboarding process, EIT Manufacturing will make sure that every new recruit is aware of and supports its commitment to diversity and inclusion.

Communication: Regular town hall meetings are set up once a month where workers may gather „virtually“ and express questions in order to guarantee that they are involved in the direction of EIT Manufacturing's strategy and its choices that support the company.

Management education: All EIT Manufacturing staff members are expected to promote diversity and inclusion.

Promotion and succession planning: EIT Manufacturing will strongly support internal applications from any staff member with the necessary competences and experiences, regardless of any irrelevant criterion as indicated above. This is done by actively promoting and championing internal openings.

Development: EIT Manufacturing will produce eLearning modules that will be used to set up training sessions for all employees on diversity and inclusion. All staff members will be provided with the necessary mentality, toolkit, and skill set to do their jobs effectively via further development interventions, which may be done on a team or individual level depending on the situation.

It is identified that our co-location facilities abide by the rules and legislation of diversity and inclusion that are distinctive to each region. The following list contains the key components of the relevant laws from the respective nations:

Specific Local labor law requirements:

EIT Manufacturing (HQ):

Any organization with at least 20 employees must employ 6% of the total number of employees with disabilities.

The notion: "This position is also open to people with disabilities that are compatible with performing the role" has been added to the job description. It encourages any interested candidates to apply to our vacancies.

EIT Manufacturing CLC North:

The Collective Bargaining Agreement "ALMEIGA" give specific guidelines about diversity and inclusion.

EIT Manufacturing CLC West:

Public and private companies employing 50 or more employees are obliged to ensure that at least 2% of their employees are employees in disable situation.

EIT Manufacturing CLC East:

According to the Act on the Employment of Disabled Persons (§ 1 para. 1), all companies employing 25 or more persons in the federal territory are obliged to employ one beneficiary disabled person for every 25 employees.

EIT Manufacturing CLC Central:

It is required by law for businesses with twenty or more workers to have at least one employee who has an impairment.

EIT Manufacturing CLC South:

From 0-15 employees no workers with disability are required in a company. From 16 to 35 employees onwards it is required to hire 1 worker with disability. A fine will be applied if not hired. As the company gets bigger the percentage for hiring disability varies.

EIT Manufacturing South East:

The most important Greek law on the field of Employment is the Law 2643/98 "Provision for the employment of special social groups and other clauses"(Official Journal of the Hellenic Republic 220/A), which defines the quota scheme for the private and the public sector. According to this law, in the Greek private sector the enterprises which have more than 50 employees are obliged to cover 8% of their staff with employees with disabilities and other socially sensitive groups. In the public sector, the corresponding percentage is 5%.

Notwithstanding local laws, the whole EITM team upholds this policy of hiring and embracing individuals with disabilities and from all backgrounds and shares this value.

European Diversity Charters

All of our co-location facilities are located in nations with established diversity charters. The European Diversity Charters assist organizations in the public and commercial sectors across the EU in developing and putting into practice efficient diversity and inclusion strategies. Organizations who sign the Charter publicly pledge to advancing inclusion and diversity in the workplace.

As a result, EIT Manufacturing conforms not only with national regulations but also with the demands of the European Diversity Charters.

AUSTRIA

The Federal Economic Chamber, the Vienna Economic Chamber, and the diversity consulting firm Pauser&Wondrak came together to create the Austrian Diversity Charter in November 2010. All forms of discrimination, including those based on gender, age, ethnicity, skin tone, handicap, sexual orientation, religion, and morals, are included under the charter. Companies, organizations, and governmental bodies publicly acknowledge and appreciate diversity by signing this document. They promise to implement strategies to promote diversity both inside and outside.

FRANCE

The French Diversity Charter was founded in Europe for the first time on October 22, 2004, opening the door for several further projects of this kind. The Charter, which focuses on increasing awareness among SMEs and micro-enterprises, is backed by significant business organizations, corporate networks, and governmental agencies. The founders of the Charter are Yazid Sabeg, President of the SSII's administrative council, and Claude Bébéar, CEO of AXA and Chairman of the Montaigne Institute.

GERMANY

The German Diversity Charter (Charta der Vielfalt), which promotes variety in the workplace in the following areas: gender, nationality and ethnic origin, religion, philosophy, physical ability, age, and sexual orientation and identity, was introduced on December 1, 2006. The program is supported by Maria Böhmer, Germany's Minister for Migration, Refugees, and Integration, and Germany's Chancellor Angela Merkel is its patron. Deutsche Bank, BP, Daimler, and German Telecom are among the first signatories. In September 2010, the Charter transformed into a Public Private Partnership with the German government and 13 major corporations as members.



GREECE

In May 2019 at Zappeion Hall, the Greek Diversity Charter was introduced by KEAN-Cell of Alternative Youth Activities.

The Economic and Social Council of Greece, the Federation of Municipalities in Greece, the Hellenic Federation of Businesses, and the Greek General Secretariat for Gender Equality all endorse the charter. Almost 50,000 workers from over 150 private businesses have signed the charter. OTE-Hellenic Telecommunications Organization S.A. and Alfa-Beta Vassilopoulos -Supermarket Chain are the organization's founding members.

The charter prohibits discrimination on the basis of gender, age, ethnicity, handicap, sexual orientation, and religion. It also prohibits discrimination on the basis of gender equality at work.



ITALY

The National Equal Opportunities Adviser Office, Consigliera Nazionale di Parità, actively supported the October 5, 2009, introduction of the Charter for Equal Opportunities and Equality at Work on behalf of Fondazione Sodalitas. Other ethically focused business networks including Family/AIDAF, Female/AIDDA, Christian/UCID, and Cooperative/Impronta Etica are represented on the Steering Committee. The ministers of equal opportunities, Mara Carfagna and Maurizio Sacconi, as well as of labor and social affairs, endorse it.



**Carta per le
pari opportunità
e l'uguaglianza
sul lavoro**

SPAIN

The European Institute of Diversity Management in Madrid, with assistance from the Ministry of Equal Opportunity, established the Spanish Diversity Charter, which went into effect on March 17, 2009. In order to increase efficiency and competitiveness, the Charter aspires to promote diversity management and inclusion practices in Spanish businesses and organizations of all sizes and across all industries.

The European Institute of Diversity Management's Myrtha Casanova and the Alares Foundation are the Charter's founders.



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SWEDEN

Ten initiators - Volvo Automobiles, Novartis, L'Oreal, Skanska, Axfood, A-Search, Sodexo, Scandic, Lectia, and Managing Diversity - launched the Swedish Diversity Charter on December 2, 2010. Companies who sign the Swedish Diversity Charter agree to take on a customized diversity challenge in an effort to advance their organizational diversity strategy. The challenge is different for every business and may incorporate all facets of diversity, but it must most critically be a genuine problem for the organization in order for it to get closer to its diversity goals.



Diversity Charter Sweden



Manufacturing



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