



Diversity Policy

March 1st, 2018



1 PURPOSE

We believe that a diverse workforce will help us to reach a more diverse marketplace and will create a sustainable profitable business. We believe that the differences in background, perspective and expertise across the entire workforce will be a leverage for creativity and innovation.

Working in a company or an organization means also collaborating with people who differ on the level of age, gender, nationality, race, color, ethnic origin, sexual orientation, marital or civil partnership status, religion, political opinion, language, disability or any other status protected by laws or regulations.

With this policy we want to enable conditions, where these differences are recognized and respected, and where all employees are given equal opportunities.



All employees
are given equal
opportunities.

2 SCOPE

This policy applies to all employees of the Ontex Group, regardless of status, position or department. It replaces any previously existing policies and/or arrangements in relation to its subject matter.

This policy, together with any local annexes, does not form a part of the employment contract of any employee and constitutes a non-essential working condition. It is at the company's sole discretion to amend or revoke it.

3 PRINCIPLES AND RESPONSIBILITIES

- We recognize that each employee brings their own unique capabilities, experiences and characteristics to their work. We recognize the importance of reflecting the diversity of our customers and markets in our workforce.
- We are committed to employ the best-qualified person for each position in the organization, and to treat all applicants and employees equally and based only on relevant competencies and objective criteria.
 - We all share the responsibility of creating an open and welcoming work environment that encourages contributions from people of all backgrounds and experiences. We promote a mindset of respect and openness throughout all levels of the organization and treat all employees fairly and equally.
- No Ontex employee will discriminate against an applicant or a colleague because of so-called race, color, religion, gender, sexual orientation, national origin, age or disability. Our behavior is exempt from any form of racism, intolerance, discrimination, harassment or other attitude that could negatively affect the dignity of men, women and third genders at the workplace.
- We incorporate diversity in all aspects of the way we do business. Intolerance is simply unacceptable. We will fulfill our responsibilities of providing equal opportunity to all.

4 BOARD AND LEADERSHIP TEAM'S DIVERSITY

Ontex recognizes and embraces the benefits of having a diverse Board and Leadership Team to enhance the quality of its performance. We see increasing diversity at the Board and Leadership Team level as an essential element in supporting the attainment of our strategic objectives and our sustainable development.

In designing the Board's, Management Committee's and Extended Leadership Team's composition, diversity is considered from a number of aspects, including but not limited to gender, age, cultural and educational background, professional experience, skills and knowledge. All appointments will be based on meritocracy, and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board, Management Committee or Extended Leadership Team