



DIVERSITY, EQUITY AND INCLUSION POLICY



Our approach

At Device Europe, we are committed to creating an inclusive work environment that provides equal opportunities to all employees and collaborators.

We believe that a culture based on diversity, equity, and inclusion benefits the entire organization and enables each of us to reach our full potential. Such a culture fosters a sense of belonging, supports well-being, and allows us to perform our daily responsibilities effectively.

Our values

We promote a workplace built on:

- dignity and respect,
- honesty and trust,
- freedom from discrimination, harassment, bullying, and victimization.

In practice, this means ensuring equality in employment conditions, recruitment, promotion, and professional development — regardless of individual characteristics and identity.

Protected characteristics

We recognize all protected characteristics under the laws of the countries in which we operate. Regardless of local legislation, we protect, among others:

- age,
- sex,
- gender identity and gender reassignment status,
- sexual orientation,
- marital or partnership status,
- pregnancy, maternity, paternity, or caregiver status,
- disability or health condition, including HIV/AIDS,
- race, ethnic origin, nationality, skin color,
- religion, belief system, or worldview,
- caste or socio-economic status,
- trade union membership,
- conviction for a crime that has been pardoned.

Preventing discrimination

We are committed to preventing all forms of discrimination in the workplace, including:

- direct discrimination — treating someone less favorably due to an inherent characteristic compared to someone without that characteristic,
- indirect discrimination — applying rules, procedures, or practices that place people with a certain protected characteristic at a disadvantage without justified reason,
- associative discrimination — treating someone less favorably because of their association with someone who has a protected characteristic,
- perceptive discrimination — treating someone less favorably because they are perceived to have a protected characteristic, even if they do not,
- disability-related discrimination — treating someone unfavorably due to something connected to their disability when such treatment is unjustified.

Our actions for equity

At Device Europe, we promote equal opportunity by:

- actively encouraging applications from diverse individuals and groups,
- ensuring recruitment, promotion, and career development decisions are free from bias,
- regularly reviewing recruitment and promotion processes to eliminate potential barriers and effects of discrimination.

Inclusion of people with disabilities

We strive to actively include people with disabilities — whether visible, disclosed, invisible, or undisclosed — by:

- observing fair recruitment practices,
- ensuring full accessibility to our offices and systems for people with disabilities, where permitted by building architecture, and making reasonable adjustments to policies, procedures, practices, or employment conditions where needed,
- supporting our employees in creating psychological safety for people with disabilities,
- providing regular diversity, equity, and inclusion training for all employees.

Accountability and reporting violations

We do not tolerate discrimination, harassment, persecution, or intimidation. If any employee or collaborator engages in such behavior, permits it, or fails to prevent it — we will take appropriate action in accordance with our disciplinary procedures.

Each of us has a duty to promptly report violations of these principles using one of the following channels:

- directly to a supervisor,
- to the Social Responsibility Representative,
- via email to: compliance@deviceeurope.com

