

# Corporate Diversity Statement



## Petrex GmbH does not accept a gender gap!

Equality still shows deficits in many areas of life. Gender discrimination can also occur in professional life, which is why we have taken measures to prevent it. We respect every gender and value diversity!

## LGBTQ + inclusion in the workplace

Petrex strongly believes that a diverse and colorful workplace makes us stronger as a team and company. This includes but is not limited to a strong inclusion of people from the LGBTQ+ community. “We all are same” and “all belong same” is how Petrex defines **diversity, equity, and inclusion**. A place where everyone is accountable and empowered to effect change, both locally and globally, and where everyone has a duty to quicken development.

### Diversity:

Diversity is defined by the unique perspective of each individuals. It’s about each of us means our colleagues and the world we care about- all backgrounds, beliefs and the entire range of humane races or experiences.

Diversity does not stop at our company door but also extends to our suppliers and customers. Petrex values the inclusion of business partners led by underrepresented groups. We strongly believe that diversity along our supply chain can help us grow in who we are as a company and as a collective of individuals.

### Equity:

Equity means tailoring resources and tools to fit each person's specific requirements and always enhancing procedures and systems, thus, every person has the chance to realize their greatest potential.

### Inclusion:

A strong sense of belonging is created via inclusion, where each person is respected, their opinions are heard, and everyone works to improve this culture for everyone.

In particular, we obligate not to allow discrimination due to gender or other differences among our employees. Equal rights for employees are our top priority. We commit ourselves to achieving these goals. In this regard, we are implementing the following measures:

- **Salary:** When it comes to income, many companies still experience so-called “gender pay gaps.” As a result, there are also differences in the level of pensions. We avoid gender differences in pay. The salary is calculated according to work performance and educational level and can be adjusted regularly. Special benefits are granted to all employees to the same extent.

- **Education:** Every employee has the opportunity to receive further training. In accordance with their current and planned activities, individual training courses are selected. Everybody is equally welcome to take advantage of this opportunity. Different types of language course (e.g.: German, French) are organized as part of the education program for non-native German speakers and also for employees interested in learning different languages.
- **Health:** We want to protect the health of our employees and also understand diseases within the family. Every employee is of course exempted from work for necessary and preventive check-ups. If an employee's child is ill, we offer the option of working in the home office or spontaneous absence without the employee having to expect any negative consequences. We highly value the role of the family and protect their jobs, especially for pregnant employees, to ensure a balance between work and family life. Employees are offered to book 3 free of charge appointments every year for
  - therapeutic massages and
  - chiropractic adjustmentsMore information can be found in the Petrex Benefits documentation.
- **Recruiting:** For us, the work performance of the individual is important. We do not differentiate between different gender, origin, sexual orientation and other aspects. Everyone shall have an opportunity to take on a leadership role. Currently, we have a ratio of 30% female and 70% male in the company. In the future, we want to make our company even more balanced and diverse.

If you have any questions please do not hesitate to contact us.

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