

# Corporate Diversity Statement

## Petrex does not accept inequality at the workplace!

Equality still shows deficits in many areas of life. Discrimination due to different gender, ethnic origin, nationality, sexual orientation or other reasons can also occur in professional life, which is why we have taken measures to prevent it.

We respect everyone and value diversity! We obligate not to allow differences in pay due to any immoral/illegal criteria or any form of discrimination among our employees.

In this regard, we hold ourselves accountable to the following values and measures:

### Diversity at Petrex

“We all are 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 is defined by the unique perspective of each individual. It is about each of us, our colleagues and the world we care about - all backgrounds, beliefs and the entire range of humanity and experiences.

### 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. We will provide assistance for employees, prospective employees and applicants with special needs or disabilities.

### Zero tolerance for discrimination or harassment

We do not tolerate any form of discrimination or harassment among our employees or management due to age, disability, ethnicity, gender, gender expression, identity, marital status, nationality, origin, physical characteristics, political affiliation, pregnancy, religion, social origin, sexual orientation, trade union membership, or any other immoral or illegal criteria. We work to eliminate prejudice, bias and stereotypes at the workplace.

### LGBTQ+ inclusion in the workplace

Petrex strongly believes that a diverse and colorful workplace makes us stronger as a team and company. We value a strong inclusion of the LGBTQI+ community in the workplace.

## Salary

When it comes to income, many companies still experience so-called “gender pay gaps”, where (mostly) women with the same level of qualification as their male colleagues experience wage inequality. As a result, there are also differences in the level of pensions. We avoid differences in pay based on gender or other immoral criteria. The salary is calculated according to work performance and educational level and is adjusted regularly. Our corporate benefits are accessible to all employees to the same extent. Equal rights and opportunities for all employees!

## Recruiting

During the recruitment process, we do not discriminate anyone based on differences in gender or any other illegal or immoral criteria. We hire solely based on qualifications and work performance in the interviews. 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. Our employees come from many different countries and cultural origins. We constantly strive to make our company even more diverse.

## Career development

Petrex supports its employees in their career and personal development. Every employee has the opportunity to receive training. In accordance with their current and planned activities, individual training courses are selected. Everybody is equally welcome to take advantage of this opportunity. We offer language course (e.g.: German, French) as part of our education program to help better integrate non-native speaking employees. Foreign language courses are also available to our team to foster diversity and communication with our stakeholders abroad.

## Diversity awareness

We aim to raise awareness for a diverse culture at work and in everyday life. We conduct specific diversity workshops and team building events with our employees.

## Health

We do not to discriminate anyone based on any mental or physical condition. We care for our employees and also understand difficult circumstances in private life of our employees. Every employee is exempted from work for necessary and preventive medical 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.

## Supply chain diversity

Revision: 24/3

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.

## Reporting channels

Did you experience discrimination or harassment at the workplace? Do you wish to report a case of discrimination, harassment or any other form of unethical work practice or behaviour? Employees can use the following channels for this:

- Supervisor
- Managing Directors
- Conflict Adviser
- Dedicated whistleblowing channels.

Petrex will treat all reports confidentially and strictly permits any form of retaliation based on reports made. All reports will be taken serious and investigated accordingly. Employees should consult with our internal documentation for more information on these reporting channels.

Suppliers can use the reporting channels outlined in our Suppliers Code of Conduct and on our company website (<https://www.petrexgmbh.com/>).

If you wish to consult an external body for assistance on discrimination or harassment at the workplace, the German Federal Anti-Discrimination Agency can be contacted (<https://www.antidiskriminierungsstelle.de/EN/homepage/homepage-node.html>).

## Contact

If you have any questions please do not hesitate to contact us at [info@petrexgmbh.com](mailto:info@petrexgmbh.com)