

*** Anti-discrimination and Diversity Policy ***

1 Preliminary note

The Sirius Group values diversity in its structure, way of working and way of thinking, because diversity means a wealth of ideas, creativity, enrichment and growth. Differences in terms of origin, gender, age, sexual orientation, religion or ideology are met with the highest acceptance and appreciation.

The Sirius Group therefore expressly declares that it will not discriminate against any person on the grounds of origin, gender, religious belief, disability, age, sexual identity or other physical characteristics. We want to promote diversity, prevent unequal treatment and create equal opportunities.

The Sirius Group has a "zero tolerance policy" against discrimination and unequal treatment.

The following policy applies comprehensively to all members of the Sirius Group: Sirius Real Estate Ltd including all Dutch, British and Cypriot subsidiaries as well as all German subsidiaries specifically: Sirius Facilities GmbH, Curris Facilities & Utilities Management GmbH, LB2 Catering and Services GmbH, DDS Conferencing and Catering GmbH and SFG Nova Construction and Services GmbH.

Ensuring that all Sirius Group employees* are aware of this policy and interact with their peers and colleagues in accordance with its requirements.

2 Purpose

The aim of this policy is to prevent discrimination at any level. An atmosphere of tolerance, belonging, recognition and mutual respect shall prevail between employees, supervisors and other third parties (service providers) who have a business relationship with the Sirius Group in order to create a working environment in which everyone feels comfortable.

The Sirius Group creates space for mutual exchange, for cooperative working, for creativity and individuality, which enables and fosters collaborative growth.

As a source of ideas and inspiration, as an opportunity to experience new perspectives and different ways of thinking, we have recognized the potential of diversity and regard it as a valuable asset to be protected and nurtured.

Our company values have always been openness to change and innovation, openness to new ideas, different opinions and experiences. We always strive for new knowledge and listen carefully in order to learn from others and implement improvements. We therefore also see our Diversity Policy as a harmonious complement to our values and strive to ensure that both are intertwined in the best possible way.



3 Preventing discrimination from the outset

For the Sirius Group, tolerance does not begin with the employee or supplier relationship. Applicants* should already know that they will not be excluded from the application process because of their physical appearance, their age, their origin or their sexual identity or orientation. In the case of equal suitability, applications from women and men are considered equally. In particular, people with disabilities are given preferential treatment in the event of equal suitability.

Our decision to hire an applicant is based solely on his or her suitability. Suitability is also measured, but not only, on the basis of professional qualifications, because the personal qualities and talents that characterize the applicant are also taken into account. Ultimately, the applicant must fit us and we must fit him - we are talking about our "Sirius fit" here. We also give career starters* or career changers* the opportunity to take their first and further steps in the working world together with us.

Even in employment, there is no need to fear being subjected to discrimination on the above grounds or other characteristics within the meaning of the General Equal Treatment Act. Our employees can rest assured that we will be there to support them at every stage of their lives.

Every employee is given the same opportunities. The Sirius Group pays particular attention to ensuring that women and men have the same career opportunities and receive the same pay for the same work - there is no "gender pay gap".

The proportion of female and male employees is very balanced. One in three leadership positions is held by a woman, but here, too, our goal is to ensure that the proportion of female and male leaders is evenly distributed.

Employees with disabilities receive the best possible support and integration in the workplace. We always have an open ear for the needs of our employees.

If there is any suspicion of discrimination or unequal treatment, HR or the immediate supervisor can be contacted at any time.

4 Actions and measures

Since Sirius Facilities GmbH is the main operating company within the Sirius Group, it is also where most of the employees and customer and business relationships are located, meaning that anti-discrimination and diversity campaigns can be implemented most effectively within Sirius Facilities GmbH.

The German Diversity Day is regularly used as an opportunity to carry out various activities together with the employees.

At the Head Office a room is available for our faithful employees where prayers can be held.

The Head Office and the business parks are equipped with gender-neutral sanitary facilities.



Finally, our open and tolerant attitude is also reflected towards potential customers* and tenants* when they are given the opportunity to indicate a different gender when entering into a rental or service contract, which is taken into account in the following communication.

Sirius Group employees last received training on the General Equal Treatment Act in 2020, and were awarded a certificate for this.

5 Memberships and outlook

As we are a signatory to the "Diversity Charta", a corporate initiative to promote diversity in companies and institutions, we are part of the largest diversity network in Germany. The "Diversity Charta" pursues the goal of promoting recognition, appreciation and integration of diversity within German corporate culture. It fills us with pride to do our part, as we can guarantee that we have created diversity at all levels and in all departments.

We want to preserve our diverse corporate culture. Therefore, our commitment to equality will continue to be evident in our daily practices and we are committed to creating, maintaining and promoting a diverse workforce. At regular intervals, we will train our employees on equal treatment and anti-discrimination, because prejudice and discrimination have no place in our company.

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