

* * * Anti-discrimination and diversity policy * * *

§ 1 Preliminary remark

Sirius Group values diversity in its structure, way of working and way of thinking, because diversity means inventiveness, creativity, enrichment and growth. We welcome differences and want to overcome the barriers that people can experience.

The Sirius Group therefore expressly declares that it will not discriminate against anyone on the basis of characteristics such as origin, skin colour, nationality, gender, gender reassignment, age, sexual orientation, marital status, pregnancy, maternity or paternity leave, religion or belief or physical impairment. All of these characteristics are met with the highest level of acceptance and appreciation. Sirius Group is committed to promoting diversity, preventing unequal treatment and creating equal opportunities.

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, UK and Cypriot subsidiaries as well as all German subsidiaries, in particular: 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.

Ensure that all Sirius Group employees* are aware of this policy and deal with their colleagues in accordance with the requirements of this policy.

§ 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 promotes joint growth.

As a source of ideas and inspiration, as an opportunity to learn about new perspectives and different ways of thinking, we have recognised the potential of diversity and consider it a valuable asset to be protected and promoted.

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 to learn from others and implement improvements. Therefore, we also see our diversity policy as a harmonious complement to our values and strive to combine the two in the best possible way.

§ 3 Inclusion

What does inclusion mean? For the Sirius Group, inclusion means that no one should be excluded from working life because of a mental, psychological or physical limitation or because of long-term or fluctuating health conditions. The aim of inclusion is to include all people, regardless of race, gender, disability or other characteristics. Sirius Group attaches great importance to ensuring that all people are given equal opportunities and that justice is done when such a restriction could be detrimental to the person concerned. Sirius Group is therefore committed to combating discrimination against people with disabilities and promoting their inclusion in the company.

Sirius Group always sees itself as an employer that offers an inclusive and open range of work and recognises the expertise and wealth of experience of people with disabilities as an asset.

Inclusion runs through the entire work cycle of an employee at Sirius Group. Sirius Group therefore considers applicants with mental, psychological or physical disabilities from the outset and approaches them openly. Already in the job advertisements, Sirius Group specifically addresses applicants with impairments and invites them to apply. Sirius always approaches applicants openly and strives to offer a working environment that meets both the applicants' and Sirius Group's requirements. Employees with disabilities should - as far as possible and reasonable - have the opportunity to work in a self-determined manner without having to rely on outside assistance.

Self-determined and independent working is in many cases only possible if there is accessibility at the workplace. The Sirius Group therefore always strives to remove barriers and raise awareness to recognise barriers as such.

A person's life can change abruptly from one day to the next. Employees are suddenly confronted with challenges that make it difficult for them to manage their daily work due to their state of health. In such cases, Sirius Group stands by the employee as a helpful and cooperative employer and offers the necessary support within the scope of its possibilities to adapt the daily work routine and the working environment to the new circumstances. Depending on the legal provisions of the country in which the Sirius Group company is based, external assistance such as state subsidies, employers' liability insurance associations, cooperation with health insurance funds or advice from a company doctor may also be available.

>> In Germany, employees who are incapacitated for work for longer than six weeks or repeatedly are offered company integration management (BEM) in order to support them in overcoming their incapacity for work in a trusting cooperation and to prevent renewed incapacity for work. Together with the employee, the Sirius Group finds suitable individual solutions.

Both the Sirius Group and severely disabled employees have at their disposal in Germany "Offices for Securing the Integration of Severely Disabled People into Working Life", which can be consulted in case of questions regarding the employment relationship of a severely disabled employee. <<

However, Sirius Group also takes into account people with disabilities outside its labour organisation, as it makes sure to consider or contract service providers that offer jobs for people with disabilities when awarding contracts for external services.

§ 4 Preventing discrimination from the outset

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

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

In the world of work, too, you do not have to fear being discriminated against because of the above-mentioned reasons or other characteristics within the meaning of the General Equal Treatment Act. Our employees can rely on us to support them in every phase 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 ratio of female and male employees is very balanced. Every third management position is held by a woman, but here, too, our goal is to have an even distribution of female and male managers.

Employees with disabilities receive the best possible support and integration in the workplace. We always listen to the needs of our employees.

In case of suspicion of discrimination or unequal treatment, the HR department or the direct supervisor can be contacted at any time.

§ 5 Actions and measures

As Sirius Facilities GmbH is the main operating company within the Sirius Group, most of the employees and customer and business relationships are also located there, so 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 commercial areas are equipped with gender-neutral sanitary facilities.

Finally, our open and tolerant attitude is also reflected towards potential clients and tenants when they have the option to indicate a different gender when concluding 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.

§ 6 Memberships and outlook

>> As a signatory of the "Diversity Charter", a corporate initiative to promote diversity in companies and institutions, Sirius Facilities GmbH is part of the largest diversity network in Germany. The "Charta der Vielfalt" pursues the goal of promoting the recognition, appreciation and integration of diversity in German corporate culture. It fills us with pride to do our part, because 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 visible 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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