

# Diversity & Equal opportunity - policy statement

applicable to the IMCD Group, comprising of IMCD N.V. and its subsidiaries and/or affiliates

At IMCD, we value diversity under our employees and believe that a diverse workforce is a contributor to IMCD's success. Hence, we are committed to fostering, cultivating, and preserving a culture of diversity and inclusion. In the IMCD Group, the following policies apply:

1. IMCD prohibits discrimination or harassment against any applicant or employee based on age, caste, colour, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, social origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, union membership or any other characteristic protected by law.
2. IMCD expects that all relationships among people in the workplace will be business-like and free of bias, harassment, and violence. This includes sexual, psychological, verbal and power harassment, mental and physical abuse, and intimidation.
3. All employees of IMCD have a responsibility to always treat others with dignity and respect. All employees are expected to exhibit conduct that reflects respect and inclusion during work, at work functions on or off the work site, and at all other company-sponsored or participative events.
4. IMCD is an equal opportunity employer. This means that employment decisions are made without regard to age, caste, citizenship status, colour, disability or medical conditions, ethnicity, family or marital status, genetic information, gender identity or expression, language, military service, national origin, social origin, physical and mental ability, political affiliation, pregnancy, childbirth and related medical conditions, race, religion or religious creed, sexual orientation, socio-economic status, veteran status, union membership or any other characteristics protected by law.
5. IMCD's management is dedicated to ensuring the fulfilment of this policy with respect to hiring, placement, promotion, transfer, demotion, layoff, termination, recruitment advertising, pay, and other forms of compensation, training, and general treatment during employment.
6. Violation of this policy will not be tolerated and may result in appropriate disciplinary action, up to and including termination. If an employee believes someone has violated this policy, the employee is encouraged to bring the matter to the attention of its local management or HR department, or, if there are reasons not to do so, report it via the [IMCD Internal Alert Procedure](#) or the [IMCD Ethics and Compliance Hotline](#). The Company will promptly investigate the facts and circumstances of any claim that this policy has been violated and take appropriate corrective measures.
7. No employee will be subject to, and the Company prohibits, any form of discipline or retaliation for reporting perceived violations of this policy - or any IMCD group policy for that matter -, for pursuing any claim in relation to a violation or cooperating in any way in the investigation of such claims. Notwithstanding the foregoing, disciplinary actions may be taken in case the report of an irregularity was made in bad faith, for instance because false accusations have been made knowingly, improperly, maliciously, or for personal gain.

The policies included herein are drafted under the responsibility of, and approved by, [IMCD's Management Board](#).