

# Diversity, Equity and Inclusion Policy of Unite

## Policy data

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|------------------------------------|--|
| <b>Version</b>                     | 1.1  |
| <b>Classification</b>              | public   |
| <b>Role of the policy owner</b>    | Vice President Organisation, Learning & Culture  |
| <b>Role of the policy approver</b> | Board Member Cross Functional Departments  |
| <b>Target group</b>                | <ul style="list-style-type: none"> <li>All Unite employees and contracted self-employed individuals</li> <li>Suppliers, service providers, customers and other partners of Unite</li> <li>Other third parties</li> </ul> |
| <b>Coming into effect</b>          | 01.06.2026   |
| <b>Resubmission</b>                | 01.06.2028   |
| <b>Contact for questions</b>       | <a href="mailto:olc@unite.eu">olc@unite.eu</a>   |

## Revision history

| Version | Date       | Content   | Creator           | Approver        |
|---------|------------|---|-------------------|-----------------|
| 1.0     | 06.03.2025 | Creation of the Policy  | Johannes Seyfried | Peter Ledermann |
| 1.1     | 22.05.2026 | Migration of the policy to a new format in accordance with ISO standard 27001/9001. | Johannes Seyfried | Peter Ledermann |

## Related Documents

This policy refers to other relevant documents that are necessary or supportive for its application or implementation:

- Code of Conduct for business partners
- Code of Ethics and Conduct
- Whistleblowing Police

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## A Purpose of the policy

At Unite, we believe that a diverse team strengthens innovation, encourages collaboration, and enhances our ability to serve a global community. Our Diversity, Equity and Inclusion Policy is designed to create a respectful, equitable, and inclusive environment for all.

Unite is dedicated to fostering an environment of diversity, equity and inclusion (DEI) both within our organisation and with our business partners. We recognise the inherent value in embracing differences and ensuring that all individuals, regardless of background, feel valued, respected, and given equal opportunities for growth and advancement. Our commitment to DEI extends beyond our internal operations, as we strive to be a leader within our industry, promoting a culture of equity and fairness.

This policy is designed to ensure equality, fairness, and respect for all in our employment, whether for temporary, freelance, internship, part-time, or full-time positions. Additionally, this policy aims to prevent the unlawful discrimination against individuals with protected characteristics as stipulated in the Core Labour Standards of the International Labour Organisation – Discrimination (Employment and Occupation) Convention, 1958 (No. 111) and the principles laid out in the International Bill of Human Rights.

It prohibits employment discrimination based on various factors, including:

- Age
- Disability (physical or mental)
- Gender reassignment
- Marriage and civil partnership
- Financial standing
- Pregnancy and maternity
- Cultural background (including colour, nationality, and ethnic, national or social origin)
- Language
- Religion or belief
- Political opinion
- Sex
- Sexual orientation
- Or any other basis that leads to discriminatory treatment

Unite aims to be an inclusive organisation committed to providing equal opportunities throughout all stages of employment – including recruitment, training, development and to proactively tackling and eliminating unlawful discrimination.

## B Definitions

### 1 DEI

Diversity, Equity, Inclusion

### 2 Diversity

refers to the practice or quality of including or involving people from different social and ethnic backgrounds and of different genders, sexual orientations, etc.

### 3 Equity

refers to fairness, justice, or impartiality in dealings between people.

### 4 Inclusion

refers to equal access to opportunities and resources for people who might otherwise be excluded or marginalised.

### 5 Employees

Employees are all individuals working at Unite, regardless of whether they are employed full-time, part-time, freelance, as student assistants, or interns. Management and executives are also considered employees.

### 6 Business Partners

Business partners are all those who have a contract with Unite or are in the process of negotiating one. This includes customers, suppliers, banks, landlords, insurers, and other service providers.

## C Scope of application

### 1 Unite

This policy applies to Unite and its affiliated companies.

### 2 Unite employees

This policy applies to all Unite employees. All employees are expected to comply fully with this policy and adhere to its principles in all aspects of their work. Key application areas during your employment might include, but are not limited to recruitment, training and promotion.

### 3 Business partners

This policy applies to all Unite business partners and its affiliated companies. We also promote the standards referenced in this policy to our organisation's contractors, agency workers, temporary workers, and interns through our [Code of Conduct](#).

## D Responsibilities

### 1 Vice President Organisation, Learning & Culture

is responsible for the implementation and maintenance of this policy.

### 2 All managers

are responsible for promoting the principles of this policy within their teams and for ensuring that all employees are aware of and comply with the policy.

### 3 All employees

are required to adhere to this policy and to report any violations.

### 4 The Organisation, Learning & Culture department

supports the handling of complaints and provides guidance in the event of conflicts.

### 5 The Culture Circle

promotes the Unite values and is committed to fostering an inclusive culture.

## E Principles & Requirements

### 1 Objectives

1. **Promotion of diversity, equity and inclusion** – Unite is committed to promoting DEI in all operations. We aim to exceed legal requirements and actively seek opportunities to create a workplace that celebrates and values DEI.
2. **Creating a respectful workplace** – Unite is dedicated to maintaining a workplace free from bullying, harassment, victimisation, and discrimination. We prioritise creating an environment where all individuals feel safe, respected and included.
3. **Continuous improvement** – Unite regularly reviews and updates our employment practices and policies to ensure fairness and compliance with legal requirements. We're committed to continuous improvement and strive to adapt to evolving best practices and legal standards.

### 2 Commitments

1. **Education and training** – Unite provides comprehensive education and training programs to raise awareness and understanding of DEI issues among our employees. We empower our employees to recognise their rights and responsibilities under this policy.
2. **Swift and appropriate response** – Unite is committed to swiftly and appropriately address any complaints of bullying, harassment, victimisation, or discrimination within our organisation. We take all complaints seriously and ensure they're handled sensitively and fairly. Our approach to dealing with conflicts is clearly defined in an online guide and with the help of a counselling team of Unite's Organisation, Learning and Culture department.
3. **Opportunities for advancement** – Unite provides all employees with equal training, development, and career advancement opportunities. We believe in harnessing the full potential of our workforce and maximising efficiency through diverse perspectives and talents.
4. **Merit-based decision making** – Unite makes all employment decisions based on merit, ensuring fairness and impartiality in our processes. We recognise and value the contributions of every individual, irrespective of personal characteristics.
5. **Championing inclusivity:** Unite's Culture Circle serves as the ears and voice for every employee, dedicated to promoting and upholding our Unite values. The group is committed to foster a culture where everyone is heard and seen, ensuring inclusivity and respect for all.
6. **Empowering growth and inclusion** – Unite's department of Organisation, Learning and Culture is the backbone of employee welfare at Unite. It supports teams through change and crisis, offers counselling for individual challenges, and fosters a culture of learning and growth. Through these efforts, it helps to create a thriving and inclusive work environment.
7. **Employee resource groups** – Unite's commitment to DEI extends to the establishment and support of the Employee Resource Group which serves as platform for collaboration, support, and advocacy, empowering employees to contribute to a more inclusive workplace and drive meaningful change within our organisation.
8. **Best practice** – Unite HQ is located in Germany and as a signatory to the German Diversity Charter (Charta der Vielfalt), we demonstrate our dedication to creating an environment where all individuals are valued and provided with equal opportunities to thrive.

### 3 Measures for violations

Unite is committed to fostering and maintaining an environment that upholds diversity, equity, and inclusion. If there are indications of behaviour that violate these principles, we take action fairly and transparently:

- **Thorough examination:** all reported violations are taken seriously and thoroughly investigated with confidentiality.
- **Appropriate consequences:** depending on the severity and nature of the violation, Unite will take appropriate measures in compliance with applicable labour laws. These may include educational and awareness initiatives, as well as employment-related or contractual consequences.
- **Engagement with business partners:** in cases of violations by business partners, we seek dialogue to find suitable resolutions collaboratively. If this effort is unsuccessful, Unite reserves the right to terminate the business relationship.
- **Legal action:** in cases of criminal behaviour, Unite will consider further legal steps and cooperate with the relevant authorities as necessary.

### 4 Whistleblowing

Unite has adopted a whistleblowing policy and a whistleblowing system in place. This allows all employees to anonymously report confidential information about potential violations of rules. The primary goal is to give whistleblowers a protected space for communication and to protect them from reprisals. In the event of a report, we're interested in a comprehensive clarification and rapid elimination of the violations. If a form of discrimination is identified in our business operations, this would be reported immediately to the company management and appropriate measures to eliminate it would be initiated.

The whistleblower system can be accessed via [Compliance at Unite](#).

## F Coming into effect

This policy comes into force when it is communicated to employees and remains valid until it is replaced by a new version or expressly cancelled. Unite informs all employees about this policy using the policy management tool. The policy is published in German and English. Unite will make additional information on this policy available to employees on the intranet (Confluence).

External parties can access and view the policy at <https://unite.eu/en-global/company/compliance>.

## G Revision interval

This policy is reviewed after at least two years to ensure that it is up to date and amended if necessary. Current legal requirements, internal incidents and best practices are taken into account. The Vice President Organisation, Learning & Culture carries out this review, documents the results and communicates them to employees if the policy needs to be amended.