



## Diversity, Equity & Inclusion Policy

Policy highlights	
Name policy	Diversity, Equity & Inclusion
Subject of scope policy	Define global statement, scope and goals of diversity, equity & inclusion vision and mission of Caldic
Owner policy	Global DEI Coordinator
Version	1.0
Date last version	April 2023

## What do we mean by diversity, equity & inclusion?

### Diversity

Diversity is about representation or the make-up of an entity. A diverse workplace includes people with many different characteristics such as their race, ethnicity, skin color, socioeconomic and cultural backgrounds and various lifestyles, experience and interests, personality, gender, sexual preferences, and/ or physical abilities. This term also includes differences in backgrounds, experiences, perspectives, thoughts, interests, and ideas.

### Equity

Equity is about being fair and just. The difference between equity and equality is that equality focuses on giving everyone the same resources or opportunities, and equity focuses on giving everyone the resources and opportunities they need to reach the same outcome. In an equitable workplace, resources and opportunities are made available to employees to enable them to reach their potential.

*Imagine two people picking apples from a tree planted on a hill. If you give both people the same height ladder, the one standing uphill will be able to reach the apples, but the one standing downhill won't. This is equality: both people received the same ladder. Equity gives the person standing downhill a taller ladder, allowing both people the resources and opportunities they need to reach the apples.*

### Inclusion

Inclusion is about how well the contributions, presence and perspectives of different groups of people are valued and integrated into an environment. For Caldic, inclusion is about creating a workplace where everyone feels safe, accepted, engaged, respected, and involved. In this type of workplace, employees are confident that they will be both heard and valued.

## DEI goal

**Attract and cultivate a diverse work population where Caldic employees feel included, safe to be their authentic selves, where they feel heard, accepted and respected. Caldic aims to create a culture where every employee is equally able to unleash their capabilities to achieve their highest potential.**

## DEI global KPI

Caldic has set a goal to make the leadership teams more diverse and increase the share of women to 45% by 2026.

## DEI vision & commitment

Caldic recognizes its talented and diverse workforce as a key competitive advantage. Our business success is a reflection of the quality and skill of our people. Caldic is committed to seeking out and retaining top talent to ensure top business growth and performance. We want to ensure that we are actively listening to our employees at every level of the organization and creating an inclusive workplace culture that recognizes and values all backgrounds, voices, roles and contributions. Diversity management benefits individuals, teams, our company as a whole, our customers and other stakeholders. We recognize that each employee brings their own unique capabilities, experiences and characteristics to their work. We value such diversity at all levels of the company in all that we do.

Caldic believes in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realize their maximum potential within the company, regardless of their differences. We are committed to employing the best people to do the best job possible with the right amount of support. We recognize the importance of reflecting the diversity of our customers and markets in our workforce. The diverse capabilities that reside within our talented workforce, positions Caldic to anticipate and fulfil the needs of our diverse customers, both domestically and internationally, providing high quality products and services.

Caldic is diverse along many dimensions. Our diversity encompasses differences in ethnicity, gender, language, age, sexual orientation, country of origin, religion, socio-economic status, physical and mental ability, thinking styles, experience, and education. We believe that the wide array of perspectives that results from such diversity promotes innovation and business success. Managing diversity makes us more creative, flexible, productive and competitive.

Caldic is committed to implementing programs and training to improve its culture and DEI performance globally and implementing DEI initiatives in the regions.

## DEI scope

Caldic's diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits (e.g. equal pay); professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees in an inclusive manner benefitting the large variety of thinking styles and other differences.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs and abilities.
- Employer and employee contributions to the communities (community engagement) we serve to promote a greater understanding and respect for the diversity.

All employees of Caldic have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events.

## DEI support

Caldic has a DEI leadership community consisting of regional DEI Coordinators per region (Europe, APAC, NA and LATAM), under the leadership of a global DEI Coordinator. These coordinators monitor our performance in DEI, identify needs in the region, facilitate the implementation of DEI initiatives in their region and support local employees with initiatives. The global DEI Coordinator identifies ways Caldic can improve its culture and DEI performance globally and implements initiatives across the regions in order to provide support where needed and share best practices. One of the members of the Executive Leadership Team acts as a sponsor for the company's DEI culture and performance.

Initiatives supporting DEI may come from Caldic employees from all levels of the company, from top management to the shop floor. Any employee, who identifies a DEI need in their organization or would

like to start an employee resource group, can reach out to the local management, local HR or the global DEI Coordinator and start an initiative which propagates the Caldic DEI policy.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action up to and including termination. The [Caldic global anti-harassment policy](#) describes the details of the unwanted behavior and the possible actions which will be taken.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's DEI policy, Code of Conduct, Anti-harassment policy or other company policies, should seek assistance from a supervisor/manager, local Human Resource representative, the Legal & Compliance department or the [Speak-up Tool](#) as mentioned in the Caldic whistleblower policy, known as the [Speak-up policy](#).