

Diversity & Inclusion Charter

The purpose of this charter is to ensure we are being clear about our commitment to diversity and inclusion at OsecoElfab.

We aim to create and foster an environment that reflects and contributes to the diverse, global world in which we do business.

At OsecoElfab our people and culture make the difference: for our customers, our partners, and our workplace. In our global organisation each person offers a unique set of ideas, beliefs and skills shaped by their heritage, background, education, life experiences and culture. We consider this diversity to be our most important resource; helping us to connect our people and ensure our business succeeds. We therefore take a collective responsibility to create an environment where colleagues feel included, respected, and comfortable to bring their whole self to work.

To truly live our values and behaviours and create the company we strive for we must actively promote diversity and inclusion.

Diversity encompasses an individual's culture, gender, sexual orientation, ethnicity, religious beliefs, diversity of thought, skills, marital status, family composition, education, experience, generational diversity, abilities, and disabilities. By understanding and leveraging the different dimensions of diversity amongst our workforce, we drive the empowerment, collaboration and innovation needed to be a global leader in our industry.

Inclusion means fostering respect and team spirit throughout the workplace by embracing and leveraging the inherent diversity we have. We aim to create a culture of fairness, belonging, safety and empowerment within our workplace and always foster teamwork, differing viewpoints and opinions to drive innovation in all that we do.

At OsecoElfab we recognise that diversity and inclusion can sometimes mean different things to different people, so we use the following descriptions to help all our people understand what we mean:

- Diversity is being invited to the party. Inclusion is being asked to dance.
- Diversity is what comes through the door. Inclusion is what you do with it.
- Diversity is who we are. Inclusion is how we behave.
- Diversity is fixing the mix. Inclusion is maximizing the mix.

Getting the basics right

To ensure we have the basic building blocks securely in place as a foundation of our work we will:

- Create a dedicated diversity and inclusion committee
- Commit at board and executive level to sponsor equality, diversity, and inclusion
- Ensure all areas of the business are fairly represented
- Ensure that formal communications reach all people within the business including remote workers
- Strive to better understand our people including the previous knowledge and skills they have brought to the business from outside
- Put measures in place so that all individuals feel they can share their views in meetings and group settings
- Ensure that our social media platforms represent our inherent diversity
- Actively promote the recruitment of a more diverse operational workforce

Building and retaining the best team

Getting the basics right and setting firm foundations for ensuring diversity and inclusion will allow us to:

- Ensure we retain and attract the best talent into our business
- Develop recruitment and talent acquisition processes that focus on promoting diversity and inclusion
- Identify areas for training and development of our workforce to further promote and build upon strong diversity and inclusion
- Promoting flexible working processes and practices to support our people
- Build our systems and technology to support flexible working patterns