

## \* \* \* Anti-discrimination and Diversity Policy \* \* \*

### **§ 1 Preliminary note**

The Sirius Group values diversity in its structure, way of working and way of thinking, because diversity means a wealth of ideas, creativity, enrichment and growth. Differences in terms of origin, gender, age, sexual orientation, religion or ideology are met with the highest acceptance and appreciation.

The Sirius Group therefore expressly declares that it will not discriminate against any person on the grounds of origin, gender, religious belief, disability, age, sexual identity or other physical characteristics. We want to promote diversity, prevent unequal treatment and create equal opportunities.

The Sirius Group has a "zero tolerance policy" against discrimination and unequal treatment.

The following policy applies comprehensively to all members of the Sirius Group, including all Dutch, UK, Cypriot as well as German subsidiaries, specifically: Sirius Real Estate Ltd, Sirius Facilities GmbH, BizSpace Ltd, BizSpace II Ltd, M25 Business Centres Ltd, Curris Facilities & Utilities Management GmbH, LB2 Catering and Services GmbH, DDS Conferencing and Catering GmbH and SFG Nova Construction and Services GmbH.

Ensuring that all Sirius Group employees\* are aware of this policy and interact with their peers and colleagues in accordance with its requirements.

### **§ 2 Purpose**

The aim of this policy is to prevent discrimination at all levels. An atmosphere of acceptance, 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 and safe and which strengthens the self-confidence of each individual.

The Sirius Group creates space for mutual exchange, for cooperative working, for creativity and individuality, which enables and fosters collaborative growth.

As a source of ideas and inspiration, as an opportunity to experience new perspectives and different ways of thinking, we have recognized the potential of diversity and regard it as a valuable asset to be protected and nurtured.

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 in order to learn from others and implement improvements. We therefore also see our Diversity Policy as a harmonious complement to our values and strive to ensure that both are intertwined in the best possible way.



### § 3 Preventing discrimination from the outset

For the Sirius Group, acceptance does not begin with the employee or supplier relationship. Applicants\* should already know that they will not be excluded from the application process because of their appearance, their age - the age of our employees ranges from 18 to 60+ years at times - their origin or their sexual identity or orientation. In the case of equal suitability, applications from women and men are considered equally.

The decision as to which applicants we employ is based solely on their suitability. The suitability is also measured, but not only, on the basis of professional qualifications, because the personal qualities and talents that characterise the applicants are also taken into account. Ultimately, the applicants have to fit us and we have to fit them - we refer to this as our "company fit". We also give career starters\* or career changers\* the opportunity to take their first and further steps in the working world together with them.

This attitude has helped us to achieve a heterogeneous picture within our workforce, which inspires us anew every day. We are happy about all applicants who want to work with us and welcome them warmly.

Even in employment, there is no need to fear being subjected to discrimination on the above grounds or other characteristics within the meaning of the General Equal Treatment Act or within the meaning of the Equality Act 2010. Our employees can rely on us to support them at every stage 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 proportion of female and male employees is very balanced. We strive to ensure that the proportion of female and male employees is evenly distributed in management positions as well.

Employees with disabilities receive the best possible support and integration in the workplace. We always have an open ear for the needs of our employees.

If there is a suspicion of discrimination or unequal treatment, the human resources department or the Peoples Team or the immediate supervisor can be contacted at any time.

### § 4 Actions and measures

Due to actual circumstances or national legal requirements, the measures taken to implement this policy may differ within the various companies. As Sirius Facilities GmbH and BizSpace Ltd. are the most important operating companies within the Sirius Group, anti-discrimination and diversity campaigns can be implemented most effectively here.

In Germany, for example, Sirius Facilities GmbH regularly uses the German Diversity Day as an opportunity to carry out various activities together with the employees and the offices of the



Sirius Facilities GmbH and its business parks are equipped with gender-neutral sanitary facilities.

Both companies provide a space for religious employees to hold prayers.

Sirius Group employees receive regular training on topics such as equal treatment, anti-discrimination and diversity.

### **§ 5 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. As a company that is not based within the EU, BizSpace Ltd. unfortunately cannot be part of the network, but equally represents the values of the initiative and implements actions and measures in the spirit of the initiative.

We want to preserve our diverse corporate culture. Therefore, our commitment to equality will continue to be evident 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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