

# DIVERSITY & INCLUSION POLICY

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**> DIVERSITY** refers to the range of similarities and differences in individual and organizational characteristics that shape our workplace.

## VISION, MISSION AND GOAL

In order to strengthen corporate ethics, ensure compliance and cultivate the Nordex Group's diverse and inclusive culture, José Luis Blanco (CEO) on behalf of the Management Board approves this Diversity and Inclusion Policy (the "Policy"). To meet the commitments set forth within this Policy, the Nordex Group adopts Diversity and Inclusion as a core sustainable goal by embracing the principles collected within this Policy. This Policy is in line with and explains in a more detailed way certain of the core compliance values and principles as laid down in the Nordex Code of Conduct documents.

Our **vision** is to build a workplace rich in diversity and fluid in inclusion. Where people from different backgrounds and with different talents bolster creativity and innovation, leading to the best decisions for sustainable growth.

Our **mission** is to increase diversity in our workforce and strengthen our inclusiveness by defining a global strategy, processes and actions to help create an environment in which employees are recruited, supported, promoted and paid due to their qualifications and aptitude only. A culture in which all employees are empowered and motivated to deliver on their highest potential and Diversity and Inclusion is recognized as a true chance and value for the organizations.

Our **goal** is to establish diverse participation at all levels and in all areas of our organisation, increase awareness, provide tools to support fair decision finding in recruitment, development, promotion, and rates of pay or other forms of compensation, fully integrate Diversity and Inclusion in our organisation and hold ourselves accountable by defining targets and monitoring our progress.

## SCOPE OF ACTION

It applies to and is binding upon all Nordex Group employees, at every level, and in every part of our business. Nordex expects the same high standards from its customers, contractors, agency workers and third party providers (legal entities or individuals) who work with us.

## DEFINITIONS

**DIVERSITY** The concept of Diversity at Nordex is to be understood in a broad way and refers to the range of similarities and differences in individual and organizational characteristics that shape our workplace. It is the practice of including or involving people from different social identities and unique perspectives.

Whether gender, age, culture, ethnicity, social origin, physical abilities, political or religious belief, sexual orientation, or other attributes. Nordex is committed to valuing the benefits of having a diverse workforce in a sustainable company, while continuing to employ candidates solely based on qualifications and not their social background.

**INCLUSION** Inclusion means that all employees in our organization, regardless of their status or social identity, feel that they belong, are valued and have a meaningful and impactful contribution to the organization's success. It is the practice of providing equal access to development opportunities and resources and refers to a culture that connects each employee to the organization, encourages collaboration, flexibility, and fairness. Nordex recognizes the potential in a truly inclusive workplace that leverages diversity throughout the organization and is devoted to the continuity and growth of such environment with the Nordex Group.

## DIVERSITY AND INCLUSION PRINCIPLES AND GOALS

### A work culture based on dignity and respect:

Individually and collectively, we share the responsibility for treating each other with respect and dignity regardless of title or level. We expect from all employees that they respect the personal dignity, privacy and personal rights of each individual. No form of discrimination, harassment, unacceptable treatment or any other conduct that is sexual, coercive, threatening, abusive or exploitative on the basis of any diversity characteristics will be tolerated.

**Inclusive culture:** At Nordex, every employee is welcome, accepted and valued for their capabilities and contribution. We are curious about one another's perspectives, ideas and approaches, remain open-minded, avoid stereotypes and allow each other to be ourselves. Colleagues shall not be alienated or excluded because of any diversity characteristics or not fitting into a set of cultural norms. Nordex fosters a motivational and creative working environment and cultivate a culture that encourages collaboration, flexibility and fairness across every level of the organization. This inclusive culture is reflected in the Nordex Values and leadership principles Trust, Listen & Lead.

**Participation of underrepresented groups at management level and throughout the organization:** The diversity of our workforce is and should continue being visible at every level of the organization and in every

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business area, creating a diverse management and diverse teams, capable of better decision making and greater results. Nordex specifically eliminates barriers to promote the professional development of women at the highest levels of the company.

**Fair recruitment and promotion practices:** Nordex ensures that the policies and practices of selection, hiring, and promotion avoid any discriminatory bias and are purely based on the knowledge, attitudes, abilities and skills required for the various positions. We remove any unjustified barriers to progression and ensure equal advancement opportunities at all levels.

**Diverse and inclusive employer:** We promote Diversity and Inclusion inside and outside Nordex as one of our core values, implement marketing practices that empower women and other underrepresented groups and actively search for, invite and retain the best diverse talent, irrespective of their social background.

**Equitable development:** We provide a workplace where equitable opportunities for learning, development, and progression are available for all. We are fully committed to maximise the utilization of all employees' abilities, including efforts to offer target group specific training and mentoring to promote professional development of underrepresented groups.

**Equal payment:** We must ensure equal payment. We will make sure that all our payment and reward procedures and practices are regularly reviewed to ensure they are consistent with this policy and are applied across all our businesses fairly and without discrimination.

**Support structures:** We continuously install and allow every employee access to support with family responsibilities, religious accommodation, or other areas and establish all reasonable adjustments for employees with disabilities to invite everyone to contribute to the company's success at their full potential.

## **AWARENESS AND COMMITMENT**

In our workforce we recognise Diversity and Inclusion as an ethical responsibility, a chance for all and a core business interest. We are mindful of our conscious and unconscious biases and put measures in place to increase awareness and to avoid these. Nordex ensures that this Policy has the full commitment of all levels of the organization. We provide support to adhere to this

policy in the form of procedures, work instructions and guidelines and ensure adequate training is provided.

## **RESPONSIBILITY**

We establish high-level corporate leadership for Diversity and Inclusion. Yet managers at all levels are responsible and held accountable for assuring full compliance with this Policy in their respective areas and local discrimination law and act as role models in this regard, as stated in Section 2. Each employee is responsible for supporting the principles of this Policy and assuring that their own conduct conforms to them. Failure to comply with this Policy may be grounds for disciplinary actions, up to and including termination.

## **REPORTING AND CONTINUITY**

Based on this Policy we define targets, measure, and publicly report on progress to achieve a truly diverse company. The measures are consolidated in the Diversity and Inclusion implementation plan and coordinated by corporate leadership for Diversity and Inclusion. We regularly review and adapt both this Policy and the individual measures to ensure a successful implementation and strong progress in reaching our goals.

## **SUPPLY CHAIN**

We expect from our Suppliers and Contractors to promote equal opportunities and equal treatment of its employees regardless of any diversity characteristics. We also expect from them that they respect the personal dignity, privacy and personal rights of each individual and that they do not tolerate unacceptable treatment, personal harassment, discrimination or any other conduct that is sexual, coercive, threatening, abusive or exploitative. We make this clear to our Suppliers and Contractors in our Supplier Code of Conduct and we require them to acknowledge these principles. As part of our Supplier Due Diligence, we evaluate our Suppliers and Contractors on these requirements. Wherever necessary and feasible, we take actions to improve and promote Diversity and Inclusion at our Suppliers and Contractors together with them.



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