

Code of Conduct: Diversity & Inclusion

Target group and objective

The Code of Conduct is aimed at all in-tech Group employees, regardless of their position within the company.

Why is the topic of diversity and inclusion particularly important to us?

Orange is more than just a color. Looking at our values, orange also means responsibility for diversity and inclusion. We actively promote these in our company and create a working environment in which **all** enjoy coming to work. We solve the challenges of our increasingly complex working world with the expertise of diverse teams. That's why D&I is embedded in both our vision and our values.

Because we believe in diversity and an appreciative as well as unreserved interaction with each other.

That's what we stand for: This is what we want to achieve with the CoC.

- in-tech stands for outstanding **team spirit!**. We treat each other in a very warm, uncomplicated, and positive way. You are allowed to be "yourself" - regardless of

nationality, ethnic and social background, gender identity, religion, world view, disability, age or sexual orientation. We are helpful and stick together. **#loveyourteam**

- We stand for **equality** in advancement and pay.
- With us, everyone is allowed and **encouraged to think and take responsibility**. We create a working environment in which we openly address problems and openly accept constructive criticism. In doing so, we let our colleagues finish what they have to say, we listen and we want to understand the arguments. Together we look for ways and solutions to move forward and overcome problems. **#feelresponsible**

What we do: These are the guidelines of the Code of Conduct.

- We take responsibility for ourselves, reflect on where we want to improve. We also reflect on where we are currently not doing so well.
- We articulate our needs and accept the individual, self-determined limits of our colleagues. We give each other feedback and also address misbehavior and inappropriate behavior.
- We reflect on our weaknesses and work to achieve our goal image of equality and equity. To fulfill this responsibility, we work curiously and flexibly and in this way we also stay open to new ideas. **#thinkahead**
- We are convinced that this diversity gives rise to different approaches that create added value that helps us. The common exchange helps us to discover creative solutions and to follow them.
- We live a togetherness in which it is possible to talk WITH EVERYONE and ABOUT EVERYTHING. If we don't feel we can discuss issues with our managers, we reach out to our Equal Opportunity Officer. **#speakyourmind**
- We don't define inflexible rules. Our goal is to promote and properly use the different strengths of our teams. This can only happen if everyone contributes on a daily basis. **#getshitdone**
- We foster extraordinary team spirit across all levels: it is through passion for our work that our special cohesion and openness are made possible in the first place. **#loveyourwork**