

Diversity, Equity and Inclusion Statement

At SEFE we acknowledge that fostering a diverse and inclusive environment – where every individual, regardless of their background, identity, or experience, is respected and valued – is essential to our business success, long-term growth and continued outstanding performance in a fast-changing environment.

Within our *Code of Ethics and Business Conduct* and *Human Rights Statement* we explicitly stipulate the importance of ensuring a workplace free from all forms of discrimination and harassment.

We know that diversity, equity, and inclusion (DEI) are about building a culture where everyone has fair access to grow, contribute, and feel valued. While we are proud of the steps we have taken, we also recognise that we still have a way to go. We are committed to learning, improving, and holding ourselves accountable through inclusive policies and transparent practices. This requires sustained effort and leadership commitment. We are expecting our SEFE community to continuously work as ONE team encouraging a safe and inspiring workplace where all individuals can succeed in what they do and feel a deep sense of belonging.

This document is in addition to our existing legal requirements on DEI.

Questions and Contact

If you have any questions regarding this Statement, please contact:

SEFE Diversity Strategy Initiative

Email: HR_Strategy@sefe.eu