



***Diversity Equity and Inclusion  
Policy  
2023***



## 1. Introduction

Exclusive Networks is a global trusted cybersecurity specialist, committed to upholding the highest ethical standards. As such, Exclusive Networks have a comprehensive compliance program in place and request its business partners to share in its commitment to ethical practices.

Exclusive Networks through its unique global workforce is committed to fostering, embracing, encouraging, and preserving a culture of **Diversity, Equity, and Inclusion (DE&I)**

Diversity, Equity & Inclusion is the daily reality of how we live and work within the company and of how we interact together with our business partners. We embed diversity, equity & inclusion in our organization, promote equal access to opportunity for all our employees, and hold our leaders accountable for all members of their teams. This is how we will continue to achieve superior business results, sustainable growth, and drive innovation, to keep our competitive advantage within our business.

At Exclusive Networks, we define Diversity, Equity, and Inclusion as:

- **Diversity** is the range of human differences and includes the dimensions of age, gender identity and gender expression, people with different physical and mental abilities, nationality, social and ethnic origin, social status, religion and belief, political opinion, health status, sexual identity, and sexual orientation. It encompasses the diversity of demographics and the diversity of thought.
- **Equity** ensures that all the company's processes are impartial and fair, to provide equal outcomes for all employees, regardless of individual circumstances. It ensures that barriers to individuals realizing their potential are identified and addressed.
- **Inclusion** exists where people are valued, respected, and have a sense of belonging.



## 2. Purpose

We are committed to a focus on diversity, equity, and inclusion across our business and all its operations, including in our people practices and across every aspect of the employment relationship. This focus includes, but is not limited to:

- How we **attract, recruit, retain, manage,** and **promote** our people, including performance, training, and development

- How we **identify** and **develop** our **talent**
- The way we **evaluate** and **reward** performance, with a focus on **gender pay equity**
- How we **develop and support** our leaders and our expectations towards them, to create inclusive work environments and manage diverse teams.
- How we **conduct** ourselves in our business relationships.
- How we monitor our progress against **diversity, equity, and inclusion** metrics and benchmarks.

This policy supports and aims at contributing to the achievement of the **UN Sustainable Development Goals** and in particular **Goal 5**. For more information, it is recommended to refer to the dedicated United Nations website: <https://sdgs.un.org/goals>

Exclusive Networks is committed to the achievement of these goals and has identified specific objectives to be achieved by 2025 with regular review and reporting. To commence implementation of this policy, we will provide awareness training to all employees to raise understanding of this important topic.

### 3. Application

Achieving sustainable change and improvement for the company and its employees requires the full participation and personal accountability of all parties. Accordingly, this policy applies worldwide to all Exclusive Networks employees, including members of the Executive Committee, managing directors, and executives, as well as contractors, temporary workers, candidates, or applicants for employment.

When implementing this Group Policy, the respective prevailing national and international law, and the respective cultural practices, as well as – if applicable – the rights of social partners must be observed. The necessary adjustments are to be made in cooperation with local Human Resources.

### 4. Responsibilities

#### **Employees**

Employees are responsible for ensuring their behaviour is consistent with this Policy and for supporting diverse, equitable, and inclusive workplaces. In the event of a violation or suspected violation of this Policy, employees are encouraged to raise concerns or complaints towards their immediate manager, or the Human Resources manager

assigned or in accordance with the Exclusive Networks whistleblowing policy, either in person or anonymously.

### **Leaders**

Leaders are responsible for ensuring their leadership practices and behaviours are consistent with this Policy and for supporting diverse, equitable, and inclusive workplaces

### **Governance**

Our highest corporate governance structures, including the Supervisory Board and the Executive Committee, are responsible for continuously fostering DE&I throughout Exclusive Networks Group. The Executive Committee is responsible for establishing the DE&I objective, endorsing Initiatives and objectives, and monitoring achievement. Upon proposal of the Executive Committee, the Board determines the objectives for gender diversity within the management bodies.

The Executive Committee presents to the Board the action plan and the timeframe in which these actions will be carried out, and reports annually of the results obtained including, where applicable, the reasons why the objectives were not achieved, and the measures taken to remedy the situation.

Based on progress, objective and related action plans are subject to annual review.

### **Human Resources**

The Human Resources team is the process owner, responsible for:

- implementing DE&I programs and action plans,
- defining and monitoring the relevant KPIs,
- providing support and guidance to employees and leaders.

## **5. Reporting and future improvements**

Reporting aims to monitor programs' efficiency, comply with legal obligations such as Sustainability Reports, and reply to DE&I requests directed by our stakeholders (i.e., investors).

We regularly monitor and report on progress against diversity, equity, and inclusion metrics and targets and the effectiveness of DEI-related initiatives. We report to the Board annually on the effectiveness of DEI-related initiatives, including progress against measurable objectives. Based on new business needs and objectives, Exclusive Networks will continue to pursue its Diversity & Inclusion plan but may change processes, goals, and providers.