



Policy
***Diversity, Inclusion,
and Equal Treatment***



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1 Aim of the Policy

Today's labour market and business world are shaped by the diversity of modern society. Demographic change, globalisation, and digitalisation influence how people want to live and work.

We consider diversity as a natural framework for shared and sustainable success. DEKRA is convinced that diversity, inclusion, and equal treatment are strategic success factors. The different perspectives of DEKRA's employees increase the company's customer orientation, innovative strength, and attractiveness as an employer. An open, appreciative approach towards diversity, individual differences and commonalities increases the motivation and performance of individuals and teams.

As global partner for safety and sustainability, the highest ethical and moral standards apply to DEKRA. Team spirit, cooperation and respect characterise our actions. Safety is not only a central building block of our overall business model, but also a fundamental value of our daily interactions. Every person should feel respected and valued as an individual - regardless of their personal and cultural background. The promotion of diversity, inclusion, and equal treatment is also a fundamental part of our commitment to sustainability.

Through providing equal opportunities, we pursue the goal of promoting diversity in our workforce and, in particular, the proportion of women in leadership positions. By formulating a policy for diversity, inclusion, and equal treatment, we want to institutionalise our principles and make our goal of being a fully inclusive organisation binding. We want to enable each and every employee to develop their full potential, to be accepted in a tolerant, open working environment and to enjoy respect and appreciation. The policy is intended to serve as a framework to increase the diversity and heterogeneity of our workforce, to prevent discrimination, and to reduce stereotypes.

1.1 Scope

The values described in this policy form the basis of our daily conduct and cooperation. Within the framework of applicable laws and beyond national requirements, our employees all over the world stand up for the values formulated in this policy.

The guideline for diversity, inclusion, and equal treatment applies to all DEKRA companies worldwide, to all hierarchical levels, between colleagues, superiors, employees and in dealing with external applicants. DEKRA ensures Group-wide communication to the entire workforce and all new employees so that this guideline is consistently respected and lived in all DEKRA companies. In addition, our employees represent these values in their business and customer relationships.

2 The DEKRA Understanding of Diversity, Inclusion, and Equal Treatment

With locations in over 60 countries and on five continents, DEKRA is a place where different languages, cultures and traditions meet. We value the experience of our long-standing technical experts as much as the fresh input of our young colleagues. As an independent organisation of experts, we focus on the professional and personal competences of our employees, not on their gender, sexual orientation, cultural background, religion, or beliefs.

As a signatory of the Diversity Charter*, we are guided primarily, but not exclusively, by seven dimensions of diversity:

- gender and gender identity
- physical and mental abilities
- ethnic origin and nationality
- age
- religion and belief
- sexual orientation, and
- social origin

Our understanding of diversity, inclusion, and equal treatment implies that we have zero tolerance for discrimination and harassment. We define discrimination as the disadvantaging of certain groups or individuals on the basis of immediately perceptible or not immediately perceptible personal characteristics. For us, harassment includes all types of physical, psychological, and verbal abuse in the work environment. Discrimination and harassment have no place at DEKRA and are consistently sanctioned.

Our aim is to recognise and positively value all people, regardless of their social, ethnic, or cultural origin, their gender identity, their sexual orientation, their religious affiliation or world view, their age, their physical or mental abilities or other characteristics. We focus on the contribution that each individual can make to our common mission based on their individual wealth of experience.

All our employees worldwide can report a violation of our values, any case of discrimination and harassment, to the regional compliance officers or via our central reporting system.

* The German Diversity Charter has been signed by DEKRA SE as parent company.
In addition, individual DEKRA companies have signed the respective Diversity Charters of their country.

3 Our Central Fields of Action

We are working to ensure the internalisation of these guidelines and their transfer into appropriate behaviour through implementing a comprehensive package of measures and continuously raising awareness among our employees. All DEKRA companies worldwide strive for diversity, inclusion, and equal treatment in accordance with the definitions of these guidelines. DEKRA recognises that diversity issues differ in their urgency from region to region and therefore need to be addressed using local approaches. Despite different regional approaches, we focus on three key areas of action in order to promote diversity, inclusion, and equal treatment in the best possible way:

3.1 Organisational culture

A central building block is the targeted development of managers as role models for diversity, inclusion, and equal treatment. We also understand that raising awareness among all our employees is a prerequisite and a foundation for a fair, respectful, and inclusive organisation. Through intensive internal communication measures, information and qualification offers, all managers and employees are sensitised to diversity, inclusion, and equal treatment, and understand how they can implement this knowledge in their daily routines.

3.2 (Personnel) processes

Our HR processes are aligned with our diversity, inclusion, and equal treatment goals. The principles of these guidelines are incorporated into all phases of the “life cycle” of our employees: from recruiting and hiring, to remuneration and benefits, to promotion and career development. DEKRA ensures fair application and development through sensitive and non-discriminatory processes. The effectiveness of our measures is reviewed by collecting and actively managing central KPIs. In addition, the Diversity Committee monitors the effectiveness of the implemented measures.

3.3 Networks and initiatives

Together we can achieve more. Internally, DEKRA promotes the involvement of interest groups and the formation of networks across countries, legal entities, and functional areas. These internal networks are intended to facilitate cross-departmental exchange and break down potential barriers. Furthermore, DEKRA is involved in external networks and initiatives, like the Diversity Charter.

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