



Group Human Resources

# Diversity & equal opportunities policy

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## 1. Scope & Purpose

Working in a company or an organization means also collaborating with people who differ on the level of gender, language, ethnicity, religion, physical abilities, sexual orientation, education, experience, personality. With this policy we want to enable conditions, where these differences are recognized and respected, and where all employees are given equal opportunities. This policy is applicable to all active employees of the Proximus Group.

## 2. Vision

Our employees reflect the diversity of our company. We believe that a diverse workforce help us to reach a more diverse marketplace and ensure the sustainability of our company. We therefore want to create a diverse ethnic identity and culture in which everyone feels valued as an individual and which reflects the diversity of our customers in order to better meet their expectations. After all, we are convinced that the diversity of knowledge, skills and expertise of our employees stimulates creativity and innovation. We therefore ensure that our employees are given the same opportunities, regardless of their gender, religion, ethnicity or origin. We will always continue to build a more diverse company and a more inclusive culture in order to become a "best in class" model in this field.

## 3. Basic principles

- We recognise that all employees bring their own unique capabilities, experiences and characteristics to their work. We recognise the importance of reflecting the diversity of our customers and markets in our workforce.
- We are committed to employ the best-qualified person for each position in the organization, and to treat all applicants and employees equally and based only on relevant competencies and objective criteria
- We all share the responsibility of creating an open and welcoming work environment that encourages contributions from people of all backgrounds and experiences. We promote a mindset of respect and openness throughout all levels of the organisation and treat all employees fairly and equally
- No employee of the Proximus Group will discriminate against an applicant or a colleague because of race, colour, religion, gender, sexual orientation, national origin, age, or disability. Our behaviour is exempt from any form of racism, intolerance, discrimination, harassment, or other attitude that could negatively affect the dignity of men and women at the workplace.
- We incorporate diversity in all aspects of the way we do business. Intolerance is simply unacceptable. We will fulfil our responsibilities of providing equal opportunity to all.

## 4. Compliance control monitoring process

Compliance with this policy is verified by various methods such as – but not limited to – analysis of the evolution of the figures via reporting, case-by-case study, various external surveys: Management of the implementation of projects and action plans by the Diversity & Inclusion team Immediate involvement of the Diversity & Inclusion workgroup, composed of diversity representatives of Proximus staff, to report possible issues where our policies are not respected. Monitoring via Recruitment management, Training management, HR partners, Wellbeing & Engagement, Performance WLU & Reward, Personal Guide@Work, Sustainability No KPIs, but ambitions set to measure the overall performance of the annual action plan Regular and recurrent surveys followed by the implementation of new actions, corrective if necessary Cases of abuse, harassment, or any other discriminatory attitude, contrary to our policy and values, may be subject to disciplinary measures as described in the Code of Conduct.