

1 Introduction

We see diversity as an enrichment of our work and an opportunity for our company. Therefore, we strive for equal participation of all genders and cultures in our workforce. In doing so, we pursue the following goals:

- Creation of diversity, inclusion and equal opportunities
- Eliminate and permanently prevent any discrimination on the basis of gender, descent, home and origin, ethnicity, language, faith, religious and political views or disability
- Promoting equal opportunities for employees of all genders at all career levels to create a gender balance in leadership positions
- Promoting the compatibility of family and career (family friendliness, work-life balance)
- Preventing gender-based violence, including sexual harassment

We expect the following advantages for our company:

- Attractiveness of the company as an employer, also in an international environment
- Attraction of highly qualified personnel
- Securing skilled workers in the long term
- High motivation and correspondingly excellent performance of our employees

2 Scope of application

This Gender Equality Plan applies to the VDZ Group, i.e. VDZ e.V., VDZ Service GmbH, VDZ Technology GmbH and InformationsZentrum Beton GmbH.

3 Resources

In order to provide resources and expertise in the area of equality, we will appoint two persons as VDZ Group Equal Opportunities Officers and provide them with special training for this task in order to ensure appropriate expertise within our company.

4 Training

We will regularly train our managers and our employees on the topic of gender equality and maintain appropriate training records. The training will have the following objectives:

- Create awareness of equality, diversity, inclusion and equal opportunities
- Reduce prejudice of all kinds
- Ensuring equal opportunities in our company
- Promote cooperation within the workforce

5 Personnel data

In parallel with the preparation of our annual reports, we will collect annual personnel data on all managers and employees of the VDZ Group, broken down by gender and position. We will use this data for annual reporting, for monitoring relevant indicators and for the further promotion of equality in our company.

6 Goals

In order to promote equality, we will set corresponding annual corporate goals and measures to achieve the goals and publish them in our management system.

The achievement of the set targets or the implementation of the planned measures will be evaluated by our management within the framework of the annual management review and, if necessary, corrective measures will be defined.

Düsseldorf, 1 July 2022



Dr. Martin Schneider