

Nondiscrimination and Diversity Guideline

Xella Group

Professional advancement within the Xella Group is based upon demonstrated performance and professional capacity and achievement. Commitment, learning ability, perseverance, skills on the job, teamwork and personal integrity are the standards for professional success at Xella.

The Xella Group does not discriminate against any employee or applicant for employment on the basis of sex, race, color, religion, age, sexual orientation, gender identity, national origin, ancestry, citizenship status, physical or mental disability, marital status or genetics on the administration of its employment policies and practices. This includes but is not limited to hiring decisions, promotions, transfers, recruitment, recruitment advertising, development, layoffs and termination, pay rates and other forms of compensation.

This guideline reaffirms and states our position on nondiscrimination, our commitment to ensure equal opportunity and our value of diversity in all areas of employment. This is fundamental part of our values and supports our aim of creating a work environment that is founded on openness and respect for the individual. We firmly believe that by integrating different perspectives, resulting from a diverse workforce, we increase creativity, productivity, customer orientation, employer attractiveness and employee satisfaction. Xella takes nondiscrimination and the value of diversity seriously and has identified concrete levers for strengthening the Management board's commitment, including employee training on diversity & inclusion and the integration of diversity considerations into our recruitment process.

Any employee who believes that anyone at the Xella Group, is being treated differently because of any factor unrelated to professional capacity and achievement is urged to consult with HR and/or Management immediately.

Scope:

Xella's Nondiscrimination and Diversity guideline applies to all employees and locations worldwide.

Procedure:

In accordance with our values in recognition of the Declaration on Fundamental Principles and Rights at Work of the International Labour Organization (ILO) and its fundamental conventions, each Xella employee shall ensure equal opportunities and prevent any form of discrimination or harassment in one's own

area of responsibility. Employees who feel they have been discriminated against should address their concern to their supervisor, HR contact or Xella Group Management. The Xella Group management board takes allegation of discrimination seriously and will promptly investigate any claims.

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