



# Diversity Policy

*CoachHub GmbH*

Last Update: 2020-06-09

This statement sets out our approach of fostering, cultivating and preserving a culture of diversity and inclusion and our strive to ensure that no one is treated inappropriately or disrespectfully at our workplace. This is aligned with our Values to act with integrity and care for our people, we call it “people first”.

The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our company’s achievement as well. We embrace and encourage our employees’ differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, and other characteristics that make our employees unique.

Our diversity initiatives are applicable—but not limited—to our practices and policies on the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces respectful communication and cooperation between all employees. We are open for different opinions and take the time to rethink the ideas of others. We try to minimize our prejudices and rather raise questions. We cultivate an appreciative relationship with each other. We address appreciation as well as concerns openly. We embrace teamwork and employee participation, permitting the representation of all groups and employee perspectives.

All CoachHubbers have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that

reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or an HR representative.

Leaders and managers within our business should assume particular responsibility to give effect to inclusion and diversity and robustly and promptly address any conduct that breaches this policy of which they become aware.

We reserve the right to review and amend this policy to ensure that we are adequately promoting inclusion and diversity.