





# Inclusion and Diversity Policy

At Trench Group, we recognize the value of a diverse workforce in transforming ideas into reality. We are proud to employ colleagues from a multitude of nationalities across numerous countries, and we encourage everyone to bring their authentic selves to work and achieve their full potential.

We believe that inclusion and diversity pave the way for greater success. Regardless of ethnic origin, culture, religion, age, disability, skin color, gender, sexual identity or orientation, or worldview, everyone plays an equal role in advancing our mission. Together – by creating an inclusive environment – we do not only enhance our organizational culture but also drive innovation and success.

To highlight the importance of inclusion and diversity within our company, we have made it a core part of our strategy. This Policy Statement outlines the principles and guidelines for how Trench Group will promote inclusion and diversity throughout our organization. It builds upon our Business Conduct Guideline, reinforcing our commitment to creating a thriving environment where everyone can flourish.

In this Policy Statement, we commit to embodying our values by being respectful, open, and inclusive.

By adhering to this Policy, we foster an inclusive work environment where individuals feel respected, engaged, able to speak up, and be themselves. It also helps eliminate barriers and create opportunities for everyone to participate equally in a non-discriminatory work setting. Across Trench Group, all employees are expected to respect the dignity and diversity of all individuals.

*Thank you for your commitment*  
*Your Executive Board Team*



**Dr. Bahadir Basdere**  
President & CEO Trench Group



**Brigitte Kurz**  
CFO Trench Group



**Klaus Merklein**  
CSO Trench Group

# Our commitment

Inclusion and diversity are not only moral imperatives but also essential business priorities that significantly impact our people, organization, and the communities we serve. We are dedicated to fostering an open and inclusive company culture defined by respect, diversity, and welcoming work environments.

At Trench Group, we are committed to doing business in a way that benefits society and protects people. We consider the following guidelines in our inclusion and diversity framework:

- The UN Women Empowerment Principles
- The UN Standards of Conduct for Business Tackling Discrimination against LGBTI People (the Standards)
- The ILO International Labor Standards on Equality of opportunity and treatment
- The UN Sustainable Development Goals (SDGs), encompassing in particular, SDG 4 “Quality education”, SDG 5 “Gender equality”, SDG 8 “Decent work and economic growth” and SDG 10 “Reduced inequalities”



# Our principles

Our DE&I vision is rooted in the belief that diversity is our strength. By creating an inclusive environment, we do not only enhance our organizational culture but also drive innovation and success. Together – with “The Power of We” – we create a workplace where everyone feels valued, respected and empowered to reach their full potential.

We understand we have a positive impact on society, provided we stay faithful to our values of trust, responsibility, and excellence. Our values not only sculpt our corporate culture but also guide our actions, with our principles also anchored in our Business Conduct Guidelines.

- We respect the personal dignity, privacy, and rights of each individual.
- We believe diversity enriches our workplace.
- We work together, without regard to ethnic origin, culture, religion, age, disability, skin color, gender, sexual identity or orientation, or worldview.
- We do not tolerate discrimination, sexual or any other form of harassment, or inappropriate behavior toward individuals or groups.
- We pay fair wages for labor and adhere to all applicable wage and compensation laws globally. We observe “equal pay” principles and do not discriminate on the basis of gender.
- We guarantee equal opportunity and equal treatment, without regard to ethnic origin, culture, religion, age, disability, skin color, gender, sexual identity or orientation, or worldview.





# Our approach

## Definitions

We use “inclusion” to describe our commitment to being an open and inclusive company, striving to create safe, welcoming workplaces with a culture that encourages equality and belonging. We use “diversity” to describe our commitment to recognizing and respecting the differences between people whilst valuing the contribution everyone can make to our business, without any tolerance for discrimination or bias of any kind.

## Focus areas

We embed inclusion and diversity in everything we do by using a holistic frame built around four strategic focus areas:

### Equity:

We recognize the unique needs of each individual or group and we remove barriers and create opportunities under which everyone can participate on equal terms.

### Belonging:

We believe in “The Power of We” by creating an inclusive culture where people feel respected, engaged, able to speak up and be themselves.

### Society & Partnerships:

We work together, internally and externally, with customers and partners to support us in becoming more diverse and inclusive.

### Accountable Leaders:

Our leaders are accountable and understand the importance of championing diversity,

equity, and inclusion in their hiring and management decisions.

The responsibility for inclusion and diversity is shared by everyone across the organization.

Our managers are expected to lead by example, set the appropriate tone from the top, and ensure our teams understand the importance of acting in accordance with our company culture. Managers are expected to demonstrate inclusive behaviors and respect diverse perspectives.

All employees are expected to be an active part of our inclusive and diverse workplace through valuing diverse thinking and backgrounds, seeking to understand and respect others, and demonstrating inclusive behaviors.

# Governance

In order to support the principles of this Policy, our company implements a governance framework that is based on an appropriate assignment of governance, management and tasks.


Our global Diversity, Equity & inclusion Officer is responsible for managing a global group of inclusion and diversity leaders, experts, and business allies that provide important insights and that cascade and customize central decisions to regional hubs.

## Business Conduct

**100%** of the relevant employees trained on third party due diligence issues

**0** Convictions and fines related to anti-corruption or anti-bribery compliance

**100%** of all agents and distributors screened for ethics-related risks

 Updated conduct guidelines for employees and partners, refreshed governance policies and 9 new training modules delivered company-wide.

## Cybersecurity



**ISO 27001** - aligned cybersecurity framework



# Inclusion and diversity in action

Ensuring that our open and inclusive culture is sustained in our business, we prioritize action in:

## Recruitment

To fulfill our business goals, we need to attract and retain the best talent.

Our teams are built using objective standards based on the individual's qualifications for the particular job regardless of age, ethnicity, race, gender, religion or sexual orientation. Candidates are targeted from a variety of different sources (job postings, headhunter, references, recommendations, etc.) to ensure that our talent pool will always be diverse.

## Compensation and Benefits

Our compensation and benefit scheme is based on gender pay equity, fairness, and performance. In particular, factors such as

ethnic origin, religion or ideology, gender, disability, age and sexual identity do not play a role in determining wages.

## Learning & Development

All our training is designed to foster an open and non-discriminative culture. Compliance trainings are compulsory for all clerical employees.

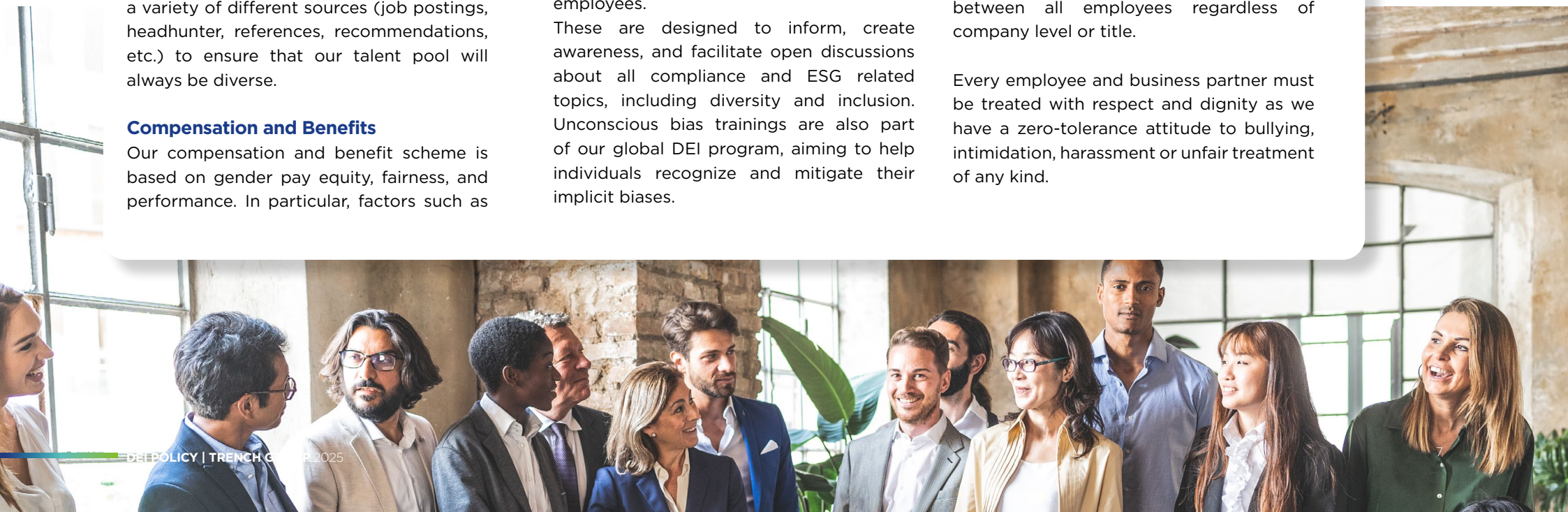
These are designed to inform, create awareness, and facilitate open discussions about all compliance and ESG related topics, including diversity and inclusion. Unconscious bias trainings are also part of our global DEI program, aiming to help individuals recognize and mitigate their implicit biases.

## Working environment

At Trench Group, we want to achieve a fair balance of cultures and genders at all levels of the company; leaders are developed across all levels of our organization from diverse backgrounds.

Communication shall always be respectful between all employees regardless of company level or title.

Every employee and business partner must be treated with respect and dignity as we have a zero-tolerance attitude to bullying, intimidation, harassment or unfair treatment of any kind.



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At Trench, we believe in the power of we. It is exciting to see that we are at our best when every individual feels a genuine sense of belonging and every voice is valued. Bringing together people with unique backgrounds, experiences, and ideas is essential to driving innovation and growth. This commitment is a key priority for me personally, as well as for the company overall.

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**Karin Bergmann,**  
CHRO Trench Group



# KPIs

## Annual measuring

To measure the progress of our efforts to further foster diversity, equity and inclusion at Trench Group, we will use the below KPIs.



Gender distributions  
in managerial and  
non-managerial roles



Age distributions  
by age group:  
a. under 30 years old  
b. 30-50 years old  
c. over 50 years old



Number of  
nationalities employed  
(where nationality data  
is made available)



Overall satisfaction  
level according to  
our annual employee  
engagement survey.

DIVERSITY | EQUITY | INCLUSION  
**DEI POLICY**



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