DIVERSITY, EQUITY and INCLUSION - POLICY

Purpose & Scope

Formycon AG is committed to fostering a work environment that is inclusive, equitable and diverse, where each employee is treated fairly and is respected; and where every team member has an equal opportunity to contribute to the success of our company and reach their full potential. This commitment is endorsed by our leadership and includes every member of our team..

This policy applies to all current employees of Formycon AG and it extends to our treatment of vendors and suppliers, contractors, visitors, customers and job applicants.

Definitions

Diversity refers to our differences including age, race, colour, national or ethnic origin, family or marital status, sex, gender identity or expression, sexual orientation, language, physical and mental ability, genetic characteristics, political affiliation, religion, socio-economic status, and other characteristics that make our employees unique.

Equity means ensuring fair access to all employment opportunities for everyone, regardless of diversity or difference. It also addresses systemic barriers to access and participation in employment opportunities, sometimes through practices that may not appear to be “equal”.

Inclusion is the process through which the company builds a community and where employees and the organization at large experience the benefits of diversity. Inclusion provides everyone with the right to participate in our workplace and removes any conditions of disadvantage in employment that may be experienced by e.g. minority groups.

Our Commitments

- Creating an environment where the individual differences and contributions of all employees are recognized and valued.
- Maintaining a work environment that promotes dignity and respect for every employee.
- Being an equal opportunity employer.
- Ensuring all selection-based criteria are appropriate and based on diverse skills, experience and perspectives when both hiring new staff and promoting current team members.
- Reviewing diversity statistics on an ongoing basis to ensure representation of our communities within and at all levels of our workforce.
- Complying with all associated legislation requirements..
- Encouraging respectful communication at all times.

Actively discouraging, and addressing through appropriate disciplinary action, any forms of Intimidation, bullying, victimization, vilification or harassment that result from or are contrary to the intentions of this policy.

We expect our employees to:

— Treat their colleagues with dignity and respect.

— Act in accordance with this policy.

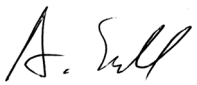
— Identify and bring forward any situations that are contrary to this policy

Formycon is committed to reviewing the policies regularly. This policy will be reviewed no less than once every 2 years.

We are counting on your support!

Dr Stefan Glombitza

Nicola Mikulcik



Dr. Andreas Seidl

Enno Spillner