



Tasting Happiness

Velder Diversity, Equity & Inclusion Policy

Velder B.V. ("Velder") is committed to embedding Justice, Equity, Diversity, and Inclusion into every layer and aspect of our organization. Velder embraces and celebrates differences in background, identity and thought while ensuring equitable opportunities for everyone in an environment where all voices are heard and respected. Our goal is to create a culture where every individual feels respected, valued, and empowered to contribute their unique perspectives.

Velder Guiding Principles:

Justice means to be an advocate for fairness and accountability in all organizations and individuals that Velder is involved in.

Diversity means employing people with various characteristics (e.g. racial, ethnic, socio-economic, and cultural backgrounds; as well as various lifestyles, experience and interests) and a balanced representation of gender, age, race, socio-economic status, religion and political perspectives.

Equity means fair treatment for all people, so that the norms, practices, and policies in place ensure identity is not predictive of opportunities or workplace outcomes.

Inclusion refers to the behaviors and social norms that ensure people feel welcome. It unlocks the power of diversity through mindsets, skillsets, practices, structures and policies.

Our Commitment

The following targets are set for 2030 to further enhance Velder's commitment to Diversity, Equity and Inclusion:

- For Velder's Management Team and Leadership Team (CLA HAY 17 and more): At least **thirty percent** is represented by women and at least **thirty percent** by men.
- Everyone at Velder experiences an equal opportunity to succeed, regardless of background **> 80 in annual employee survey** Over2You.

We will set measurable goals for representation, equity, and inclusion, and report progress annually.

Our commitment extends beyond our organization to our suppliers, partners, and communities, ensuring Diversity, Equity and Inclusion are embedded throughout our value chain.