

## Diversity and inclusion policy

Our statement: VITO is dedicated to further build on a fair and inclusive work environment with a diverse workforce. We believe that (the power of) diversity will help us make a genuine difference in the future and will help us produce innovative solutions that will have an impact on society. A diverse and inclusive workforce also makes it easier to respond to the changes and needs of society.

This policy reinforces our commitment to promote the diversity of our workforce, fostering a culture conducive to respect and substantive equality and providing equality, fairness and inclusion for everyone in the workforce, no matter their background, characteristics or preferences.

When selecting for employment, promotion, training or any other business practices, VITO will solely base this decision on the individual's own merits (= their aptitude and ability). Besides, VITO will ensure equal opportunities and access for all groups both in employment and to goods and services.

VITO's and all our employees' commitments:

- To further build on a fair and inclusive work environment with a diverse workforce.
- To enhance our positive attitude towards diversity through our company culture, values and leadership.
- To embrace diversity as an asset for innovation and an enrichment in our multi-skilled work environment.
- To support positive actions in all employment activities and areas (recruitment & selection, learning & development, compensation & benefits, access to facilities, etc.) to provide equal opportunities and a fair treatment for all (= supporting underrepresented groups, not favoring them).
- To be receptive to the needs of those with unique characteristics, combat discrimination in the workplace and create an inclusive work environment.
- To value all our employees (current, former and future) and to collaborate respectfully by building on each other's strengths.

This policy applies to all conduct in the workplace and also to conduct outside of the workplace that is related to your work (e.g. at meetings, social events and social interactions with colleagues). The rights and obligations set out in this policy apply equally to all employees under a contract of service. This policy is also of particular relevance to directors, line managers and other employees concerned with recruitment, training and promotion procedures and employment decisions which affect others. We foresee the necessary training of all our employees and in particular our managers. The VITO's diversity and inclusion policy is fully supported by the directors and line managers and has been agreed with employee representatives. Breaches of this policy may result in disciplinary action (as stated in the work regulations).

Our policy will be monitored and reviewed biannual to ensure that equality, diversity and inclusion are continually promoted in the workplace. VITO therefore appoints Elien Bogaerts, HR business partner, as the diversity & inclusion officer. This diversity & inclusion officer is responsible for:

- monitoring KPI's;
- reviewing our policy and actions;
- training and setting up positive actions;
- handle questions.

Incidents of non-compliance with this policy or any other conduct that affects inclusion and diversity should be reported to our diversity officer: [alien.bogaerts@vito.be](mailto:alien.bogaerts@vito.be) or 014/33.53.08.

*"We need to give each other the space to grow, to be ourselves, to exercise our diversity. We need to give each other space so that we may both give and receive such beautiful things as ideas, openness, dignity, joy, healing, and inclusion."*