

ILF GROUP NON-DISCRIMINATION AND HARASSMENT POLICY

ILF firmly rejects any form of discrimination or harassment!

- a) In line with our corporate values, ILF is committed to providing a safe and healthy environment for all its employees free from discrimination on any grounds and from all forms of harassment at work, including sexual harassment. All employees and management staff are expected to maintain high standards of propriety, promote equal opportunities, treat everyone professionally, and act without bias.
- b) At ILF, all employees are treated equally and fairly, without discrimination of any kind with regard to race, color, gender, language, religion, beliefs or philosophies, political or other opinions, national or social origin, wealth, birth or other status such as disability, age, marital and family status, sexual orientation and gender identity, health status, place of residence, economic and social situation, or any other characteristics protected by law.
- c) ILF has a zero tolerance policy for any form of discrimination or harassment. Anyone found to have discriminated against or harassed another will be subject to disciplinary action, up to and including dismissal from employment. Furthermore, the responsible local company management together with the Group Management Board will take prompt and equitable organizational and disciplinary action to identify and stop the causes, to remedy any harm suffered, and prevent the recurrence of similar incidents.
- d) Harassment includes bullying, intimidation, stalking, direct insults, malicious gossip and victimization, or any other negative behavior that creates a hostile environment. Gender-based harassment is verbal, non-verbal, graphic or physical aggression, intimidation, or hostile conduct based on gender, gender-stereotyping, sexual orientation or gender identity. Sexual harassment is unwelcome conduct of a sexual nature, including personal, sexual or romantic advances, inappropriate sexual jokes, or comments about sexual activity. Such behaviors are unacceptable and will not be tolerated by ILF.
- e) Complaints of discrimination or harassment can be made either locally to the responsible HR, line or company management, or centrally via ILF's corporate Whistleblowing contact (compliance@ilf.com). All complaints will be taken seriously, investigated thoroughly, promptly and impartially, and treated with respect and confidentiality. The HR Coordinator of the ILF Group will be kept fully informed of each case, from the time it is reported to the time it is closed. The companies of the ILF Group will not permit any measures to be taken against anyone who has made a complaint.
- f) It is expected that complaints will be made in a faithful and responsible manner. Making a complaint that is based on false accusations against others, or providing false or misleading information in the investigation of a complaint is prohibited and may result in disciplinary action.
- g) This Policy applies to all directors, managers and employees, regardless of their employment status, of the companies of the ILF Group as well as to all business activities of all ILF companies and in all countries in which the companies of the ILF Group operate.



Klaus Lässer
Chief Executive Officer



Ines Stubenböck
ILF Group Coordinator HR