

**Diversity Policy**

**Recognition, appreciation, diversity**

**Updated: 14 July 2020**

## Introduction

As one of the leading real estate companies in Germany with a progressively increasing number of employees, we are aware of our responsibility to create a better future both within the Group and with our external stakeholders. Grand City Properties recognizes its talented and diverse workforce as a key competitive advantage. Our business success reflects the quality and skill of our employees. Grand City Properties is committed to finding and retaining the best human talent to ensure highest levels of growth and performance.

Our corporate values call for respectful interaction, characterized by openness, trust, teamwork and recognition of diversity. We value the individual personal differences of our stakeholders (employees, tenants, business partners, suppliers and shareholders).

Although we at Grand City Properties S.A. and controlled companies (hereinafter referred to collectively as "Grand City") assume that all employees are always guided by company values and the company's Code of Conduct, this policy additionally provides advices for supporting a corporate culture characterized by recognition and diversity.

It is expected that every employee will read this document in due course after receipt.

### 1. Scope

This policy applies to all Grand City employees, including management and supervisors, who for purposes of simplification are to be covered by the term "employee" in this policy. The term employee covers both genders. As far as the male form is used in this document, this happens for the sake of simplicity and readability. The policy also covers the Board of Directors.

## 2. Definition

This Diversity Policy underlines our commitment to diversity. We regard each human being as unique and recognize our individual differences. These differences include ethnic origin, gender, religion or belief, experience, physical and mental abilities, age or sexual identity.

## 3. General Information

We believe that the wealth of perspectives resulting from such diversity promotes innovation and business success. Actively managing our diversity makes us more creative, flexible, productive and competitive.

At Grand City we cultivate a responsible approach to diversity within and beyond our workforce. We see synergies in teams, which bring a variety of professional and life experiences, perspectives, beliefs and values as a personal contribution in the workplace.

## 4. Diversity Initiatives

In addition to the general requirements for dealing with each other and following our anti-discrimination directive, we also promote diversity in the following areas:

### **Professional diversity / Career changers**

We provide targeted support to our teams through employees trained in other related industries. In doing so, we strive to achieve an outside view on our usual activities as well as an increase of our efficiency through experiences from related branches.

### **We promote talent**

We identify talent and capabilities and support the employees with targeted training and mentoring to ensure the further development of their professional and personal skills.

**We combine life experience and drive for action**

We recognize and promote the strength in teams consisting of mixed age groups. In doing so, we promote a distribution of tasks that takes into account the strengths and qualities of all employees involved. This creates a working atmosphere in which employees feel valued with their individual abilities and best possible goals can be achieved together.

**Cultural support**

At Grand City, we see our cultural diversity as one of the essential keys to our success. We support international colleagues and their families, who have relocated to become part of our team, far beyond the norm. We offer assistance with visits to authorities, school registrations, relocation, personal integration and advice on private challenges. We expect our employees to respect and appreciate each other's cultural differences when interacting with each other.

**5. Non-discrimination and harassment**

We prohibit any kind of discrimination and harassment. Definitions, duties and contacts are described in detail in our "Policy regarding the discrimination ban".

**6. Diversity Training**

All employees receive diversity training during the Welcome Days and within the annual Sustainability Academy. Diversity training includes raising awareness of matters related to diversity and the development of diversity management skills.

**7. Diversity Committee**

Our commitment to diversity is guided by our Diversity Committee, which consists of representatives from different levels of the company. The Diversity Committee is responsible for ensuring that our approach to diversity is implemented in everyday life and in the strategic direction of the company.

## **8. Diversity Charter**

In order to express our commitment towards diversity and equal opportunities, Grand City Properties has become a signatory of the "Diversity Charter" in 2017.

## **9. Annual Report on Diversity Management**

Grand City Properties will publish an annual statement on diversity management integrated in the Sustainability Report, which will report on the actions and implementation measures for diversity management in the past calendar year.

Grand City Properties offers its employees a safe and comfortable working environment.

We offer:

- Flexible working time arrangements taking into account the employee's family situation and the company's requirements
- Employee training
- Employee network and support groups
- Open, respectful communication
- Mentoring programs

Active diversity management benefits individuals, teams, our entire company and our tenants. We recognize that each employee brings their own unique skills, experiences and qualities to their work. We value this diversity at all levels of the company in everything we do.