

Diversity and Inclusion at deugro

At deugro, we are dedicated to fostering a workplace where every individual feels valued, respected, and empowered. As **allies and advocates for diversity and inclusion**, we understand that true innovation and success come from embracing the unique backgrounds and perspectives of all our team members.

We are firmly committed to maintaining a **zero-tolerance policy against any form of discrimination**. We actively oppose discrimination based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability and any other characteristic that makes each of us unique.

We are also committed to **continuously developing an inclusive culture** that encourages collaboration, personal growth, and a sense of belonging for everyone.

To extend our commitment to diversity and inclusion, we take the following actions:

- **Inclusive Policies:** We support and uphold comprehensive policies that promote diversity and inclusion at every level of our organization.
- **Training and Education:** We participate in and advocate for regular training programs that educate our workforce about diversity, inclusion, and unconscious bias.
- **Support Systems:** We champion support systems and resources that help all employees to thrive and succeed at deugro.
- **Reporting Mechanisms:** We ensure that there are robust mechanisms in place for reporting and addressing any incidents of discrimination or harassment promptly and effectively.

As we celebrate our 100th anniversary, diversity and inclusion remain at the heart of our identity, corporate culture, mission, and vision. At deugro, we believe that diversity drives excellence. We invite you to join us in our commitment to creating a diverse and inclusive environment where everyone can achieve their full potential.