

## Declaration on Diversity & Inclusion

At Wiegerinck, we value diversity and inclusion and strive to see those values reflected in our team. We believe that differences make us stronger and better and we stand for equal opportunities for everyone.

We aim to cultivate an inclusive culture where differences are recognized, valued, and utilized. It is important for employees to be competent in their field, but also to be diverse and for space to be created to express those differences. Different perspectives, backgrounds, knowledge, and experiences contribute to achieving our objectives and are positively used to deliver innovative, sustainable solutions to our clients.

### Embracing Differences

We do not want to exclude anyone and we treat everyone equally. At Wiegerinck, all employees have the space to use their unique talents to achieve our objectives, by being aware of diversity in gender, age, religion, physical and mental abilities, background, and orientation.

### What we say, pursue, and do

- We talk to each other instead of about each other;
- We acknowledge and listen to each other by actively listening;
- We are open to visible and invisible diversity;
- Different perspectives are automatically considered when making decisions;
- We are aware of our unconscious biases;
- We are agile enough to keep developing continuously;
- We dare to ask to understand each other;
- We stand for equal opportunities for promotion and development;
- We want to learn from and experience each other.

Arnhem, 1 January 2023