

Diversity, Equity & Inclusion Policy



At EOS, we extend the boundaries of manufacturing ingenuity to ensure that future production is less harmful to our planet. We cannot achieve this without breaking boundaries for our people. Diversity is a fact of our world, and we are convinced of its power to bring progress and positive change. Inclusivity and equity however are choices and at EOS we commit to them every day. We believe in creating a work environment that is built on empathy, respect and fairness. Where every individual is seen, listened to and empowered to bring in their whole self. We recognize we still have a lot to learn yet we are committed to shape a new future together. We are ALL IN.

We base our definition of diversity factors on the German General Equal Treatment Law which considers gender, sexual orientation, ethnicity or social background, religion or world view, physical and mental abilities as well as age (§1 AGG).

As much as diversity is a fact, equity and inclusion are actions. We want EOS to give all stakeholders the support they need, which leads to equity. We want everyone to not just be present but included. And these actions are not just the right thing to do from an ethical standpoint, but also have a business case. A diverse company is more likely to financially outperform its peers¹. It affects a company's ability to innovate². Furthermore, job loyalty amongst employees rises as companies address their needs such as diversity and inclusion³. For us, there is a clear business case for diversity, equity and inclusion – and simply the right thing to do.

To achieve a diverse, equitable and inclusive company and to systemically transform our structures, we are focusing our efforts on four pillars: inclusive leadership, people lifecycle, internal and external communications as well as internal and external community-building. We strive for leaders that are aware of their own and their teams' unconscious biases and that promote respect and empathy. We want to enable our workforce to feel safe, included, seen and have equal possibility to flourish. At EOS, we have zero tolerance for discrimination and are working to eliminate it once and for all. Hence, we also expect our colleagues and partners to treat each other fairly, to Speak up and be an ally. We foster an open and trustful dialogue and hope to create spaces for exchange and learning.

We have signed the Charta der Vielfalt ("Charta of Diversity") and are committed to creating a respectful organizational culture, improving our people processes, acknowledging the diversity within and outside of our company, making the implementation of the Charta part of our internal and external dialogue, communicating transparently on our activities and progress and informing our workforce about diversity, equity and inclusion and how they can get involved.

This policy is active and will be monitored and reviewed regularly.

A blue ink signature of Marie Niehaus-Langer, written in a cursive style.

Marie Niehaus-Langer (CEO)

A blue ink signature of Ruha Reyhani, written in a cursive style.

Ruha Reyhani (CTrO)

¹ McKinsey & Company (2020): Diversity wins. How inclusion matters.

² BCG & TU Munich (2017): The mix that matters. Innovation through diversity.

³ Deloitte (2020): The millennial survey. Resilient generations hold the key to creating a 'better normal'.