

# KONČAR Group Policy on equality, diversity and inclusion





Pursuant to the resolution passed at its 43<sup>rd</sup> session held on 10 December 2024, the Management Board of KONČAR – Electrical Industry Inc. for manufacturing and services, hereby adopts the following

# KONČAR Group Policy on equality, diversity and inclusion

## 1. Introduction

At KONČAR Group, we recognise diversity, inclusion, and equal opportunity as core values that foster innovation, creativity, and success. We are committed to creating an inclusive work environment where everyone feels valued and respected, regardless of age, gender, race, ethnicity, national origin, religion, disability, or any other personal characteristic. By implementing KONČAR Group Sustainability Strategy 2024–2026, we have strengthened our position as a leader in advancing sustainable development. This policy builds on that foundation by reaffirming our commitment to respecting and protecting the individual rights of our employees.

## 2. Purpose

- To foster a workplace grounded in equality, tolerance, and respect for individual rights.
- To promote knowledge, innovation, and equal opportunities for all, with a focus on advancing the inclusion of women, persons with disabilities, and young people.
- To enhance working conditions for foreign employees through dedicated support and initiatives that promote greater inclusion.
- To maintain a zero-tolerance policy toward discrimination, harassment, intimidation, violence, and any violations of corporate culture or legal requirements.
- To strengthen reporting mechanisms and provide employees with education on ethics and unconscious bias.
- To encourage open communication on concerns and to promote the prevention of negative outcomes.
- To uphold the rights and dignity of every employee and foster their active engagement and inclusion.



### 3. Our commitment to diversity

To uphold fairness and equality, we are committed to the following:

- **Gender balance and equality:** We uphold gender neutrality in recruitment, compensation, career progression, and decision-making, and we actively promote gender equality at all organisational levels. We ensure favourable conditions for the professional development of women, support parents in exercising their rights to maternity and parental leave and facilitate their return to work without compromising professional growth or career opportunities.
- **Cultural diversity and inclusion:** We respect and celebrate diverse cultural identities, including race, ethnicity, sexual orientation, gender identity, religion, political opinion, and national or social background. We foster understanding and collaboration among employees and are committed to improving integration and working conditions tailored to the needs of foreign employees.
- **Disability inclusion:** We are dedicated to increasing employment opportunities for persons with disabilities. We provide accessible facilities and technologies and offer tailored working conditions and training to support their active participation and growth.
- **Intergenerational collaboration and youth development:** We promote intergenerational learning and collaboration, offering a dynamic work environment supported by internships and scholarships for pupils and students. We champion gender equality by providing internships and scholarships specifically for women and encouraging their participation in educational programmes and access to employment opportunities.

### 4. Implementation and measures for policy enforcement

- Designing and delivering educational programmes on diversity and inclusion, alongside training to address unconscious bias.
- Tracking progress to ensure adherence to the policy.
- Providing administrative support for foreign employees through an assigned administrative buddy.
- Regularly updating a transparent procedure for reporting and addressing discrimination.
- Appointing a dedicated officer responsible for diversity and inclusion matters.
- Preparing an annual report on policy implementation and action plans for the forthcoming year.

### 5. Accountability and oversight

All KONČAR Group employees share responsibility for complying with this policy and contributing to an inclusive work environment. Management plays a key role in promoting diversity by leading by example and providing ongoing support.

### 6. Review and updates

Insights from annual reports and performance indicators will shape ongoing improvements and necessary policy adjustments, ensuring alignment with changes in the business context, legal frameworks, and technological developments while preserving the policy's relevance and effectiveness.

## 10. Conclusion

Diversity is a key driver of our organisation's strength, fostering a workplace culture that is positive, inclusive, and focused on growth. We are dedicated to the ongoing enhancement of this policy and to creating an environment where every employee feels valued, respected, and empowered to succeed.

KONČAR Inc.

President of the Management Board  
Gordan Kolak



Member of the Management Board  
Miki Huljić



Zagreb, 10 December 2024



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