Inclusion and Diversity

Policy Statement

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Foreword by the Executive Board

We understand the importance of a workforce with diverse perspectives to turn ideas into reality. We are proud to employ colleagues from around 150 nationalities across 90 countries and we want everyone to bring their whole self to work and reach their full potential.

We believe inclusion and diversity creates more opportunity for success. It doesn't matter the ethnic origin, culture, religion, age, disability, skin color, gender, sexual identity or orientation, or worldview – everyone has an equal part to play in energizing society.

To emphasize the relevance of inclusion and diversity for our company, Maria Ferraro is Siemens Energy's Chief Financial Officer and Chief Inclusion and Diversity Officer.

We are committed to conduct business responsibly and to embed environmental, social and governance (ESG) criteria into every decision-making process. This Policy Statement sets the principles and guidelines for how our company – both Siemens Energy and Siemens Gamesa – will enhance inclusion and diversity throughout the organization. It builds upon our Business Conduct Guidelines and our People and Culture foundation. Moreover, it reinforces our commitment to a thriving environment where everyone can flourish.

In this Policy Statement, we explicitly commit ourselves to living our values and being respectful, open, and inclusive.

By following this Policy, we enable an inclusive work environment where people feel respected, engaged, able to speak up and be themselves. It also helps to remove barriers and create opportunities under which everyone can participate on equal terms in a non-discriminatory work setting.

Across our entire company, all our employees are to respect the dignity and diversity of all people.

Thank you for your commitment.

Your Executive Board team

Christian Bruch, Maria Ferraro, Karim Amin, Tim Holt, Anne-Laure de Chammard, Vinod Philip, and Siemens Gamesa CEO Jochen Eickholt



Our commitment

Inclusion and diversity are not just moral imperatives – they are business imperatives with far-reaching effects on our people, our organization, and the societies we are operating in. We are committed to having an open and inclusive company culture characterized by respect, diversity, and welcoming workplaces.

As members of the UN Global Compact, Siemens Energy and Siemens Gamesa are committed to doing business in a way that benefits society and protects people. We consider the following guidelines in our inclusion and diversity framework:



Maria Ferraro,
Member of the Executive Board, Chief Financial Officer, and Chief Inclusion and Diversity Officer
Siemens Energy

- The UN Women Empowerment Principles
- The UN Standards of Conduct for Business Tackling Discrimination against LGBTI People (the Standards)
- The UN Global Compact Principles, specifically principle 6 “The elimination of discrimination in respect of employment and occupation”
- The UN Sustainable Development Goals (SDGs), encompassing in particular, SDG 4 “Quality education”, SDG 5 “Gender equality”, SDG 8 “Decent work and economic growth” and SDG 10 “Reduced inequalities”
- The ILO International Labor Standards on Equality of opportunity and treatment

Note: Siemens Energy pursues the goal of an inclusive corporate culture and, in doing so, follows all applicable laws. To the extent any statements, goals, policies, or practices articulated in this global policy conflict with the anti- discrimination laws of the United States (“US”), the US entity will follow US law and not the policy. Siemens Energy, Inc. in the US does not make any employment decisions based on race, color, religion, sex, national origin, age, qualified individuals with disabilities, or any other category protected by applicable law.



Our principles

We are fully aware of the responsibility that our work entails as we contribute to a sustainable society. We strive to become an even more inclusive and diverse company for our employees, our customers, and for society at large. Everyone in the organization is encouraged to hold each other accountable to live up to these principles.

These principles are anchored in our Business Conduct Guidelines. We apply these principles of respect to each other and third parties with whom we interact, including our suppliers, customers, and business partners.

- We respect the personal dignity, privacy, and rights of each individual and thus do not compromise on inclusion.
- We believe diversity enriches our workplace.
- We work together, without regard to ethnic origin, culture, religion, age, disability, skin color, gender, sexual identity or orientation, or worldview.
- We do not tolerate discrimination, sexual or any other form of harassment, or inappropriate behavior toward individuals or groups.
- We pay fair wages for labor and adhere to all applicable wage and compensation laws globally. We observe “equal pay” principles and do not discriminate on the basis of gender.
- We guarantee equal opportunity and equal treatment, without regard to ethnic origin, culture, religion, age, disability, skin color, gender, sexual identity or orientation, or worldview.



Our approach

Definitions

We use “inclusion” to describe our commitment to being an open and inclusive company, striving to create safe, welcoming workplaces with a culture that encourages equality and belonging.

We use “diversity” to describe our commitment to recognizing and respecting the differences between people whilst valuing the contribution everyone can make to our business, without any tolerance for discrimination or bias of any kind.

Focus areas

We embed inclusion and diversity in everything we do by using a holistic frame built around four strategic focus areas:

Equity: We recognize the unique needs of each individual or group and we remove barriers and create opportunities under which everyone can participate on equal terms.

Belonging: We make our mix work by creating an inclusive culture where people feel respected, engaged, able to speak up and be themselves.

Society & Partnerships: We work together, internally and externally, with customers and partners to support us in becoming more diverse and inclusive.

Accountable Leaders: Our leaders are accountable and, internally and publicly, champion diversity, equity, and inclusion.

Roles and responsibilities

The responsibility for inclusion and diversity is shared by everyone across the organization.

Executive and senior management are expected to lead by example, set the appropriate tone from the top, and ensure our teams understand the importance of acting in accordance with our open and inclusive company culture.

Managers are expected to demonstrate inclusive behaviors, respecting diverse perspectives while supporting and empowering our employees to become and be the best version of themselves.

All employees are expected to be an active part of our inclusive and diverse workplace through valuing diverse thinking and backgrounds, seeking to understand and respect others, and demonstrating inclusive behaviors.





Governance

In order to support the principles of this Policy, our company implements a solid governance framework that is based on an appropriate assignment of governance, management and tasks.

The Inclusion and Diversity Decision Board is comprised of top leaders acting as a sounding board for the global inclusion and diversity strategy and its members commit to cascade central decisions at business area level. The board is sponsored by two Executive Board members.

The Inclusion and Diversity Global Advisory Council is a global group of inclusion and diversity leaders, experts, and business allies that bring the perspective of the major markets where our customers and people are represented, and cascade and customize central decisions to regional hubs.

The Inclusion and Diversity Regional Councils coordinate the implementation of the inclusion and diversity strategy in their regions or sub-hubs, and report back on progress, priorities, and employee feedback to the Global Advisory Council.

Inclusion and diversity in action

Ensuring that our open and inclusive culture is sustained in our business, we prioritize action in:

- Having a diverse workforce that is a fair representation of the societies and the communities we serve.
- Developing inclusion- and diversity-related policies, practices, actions, and initiatives to ensure continued effectiveness, and monitoring and evaluating progress against this Policy.
- Complying with all relevant applicable legislation, regulations, and standards.
- Strengthening a progressive approach toward inclusion and diversity by working in partnership with our employee networks to ensure that we understand their needs and expectations, celebrate days of significance, and improve employment outcomes and the day-to-day lived experience of our people.



Thank you for implementing this Policy and ensuring its integration across all aspects of our business.

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