



Giesecke+Devrient  
Creating Confidence

# Guiding Principles

Diversity, Equity & Inclusion





## EDITORIAL

Collaborative, Reliable, and Innovative: These are the values that drive us forward at G+D. Living diversity is a significant part of this.

Our promise „Creating Confidence“ not only applies to our products and services, but also to our Diversity, Equity & Inclusion Management.

At Giesecke+Devrient, we understand diversity as the cooperation of individual personalities who are completely different and unique due to previous (professional and private) experiences, values, their environment and upbringing. This diversity in opinion and perspective enriches us as a company and makes us successful. Diversity is not only reflected in visible characteristics – for us, it particularly means diversity of minds. We promote collaboration that is guided by trust, mutual exchange and constructive discussion, and strive to create an equal opportunity culture in which all individuals feel valued, treated fairly, and have a sense of belonging.

As a globally operating company, tolerance and cosmopolitanism are elementary for us. We are also convinced that equal opportunities and the consideration of different perspectives create increased innovative strength, competitiveness and productivity.

These Guiding Principles reflect our attitude to diversity and is the foundation of our global Diversity, Equity & Inclusion Policy.

January 2023



Group CEO  
**Dr. Ralf Wintergerst**



Group FO  
**Dr. Peter Zattler**



Group CHRO  
**Dr. Jutta Häusler**



## OUR AMBITION

We promote diversity in all its forms and create an equal opportunistic and inclusive work environment, free from prejudice, discrimination and harassment, in which all employees feel a sense of belonging.

## OUR ATTITUDE

For us, fairness and equal opportunity in the workplace means that all employees – regardless of personal characteristics and individual life realities – are assessed impartially according to their abilities, qualifications, experience and performance and are treated objectively in a fair and equitable manner. Recognition and appreciation of all employees is our top priority.

All employees can use their skills, knowledge and experience in such a way that they help G+D to fulfill its key tasks in the best possible way. Everyone has an equal opportunity to develop within the scope of business possibilities on the basis of their skills, qualifications, experience and performance.

Our management team has a crucial role in this.

Proper behavior and respectful interaction are essential to build mutual trust.

We recognize that different people may also have different standards for acceptable behavior. What is acceptable for one person may not be acceptable for another. Therefore, we expect a mindful and appreciative standard of conduct from all employees that is considered non-discriminatory.

G+D expressly takes a stand against discrimination and / or harassment of people based on certain characteristics, personal attributes and life realities. Discrimination is always unjustified and does not depend on whether it is intentional or unintentional.

No one may be discriminated against in the context of their employment – and this applies from the time of application for employment or apprenticeship and throughout all phases of the employment relationship. Promotion and relocation, training and further education, also e.g. in the case of project participation, granting of vacation, etc., but also the termination of the employment must take place free of discrimination.

Discrimination is also an absolute taboo in relation to external parties – for example, at business lunches or when providing products and services.

The fundamental purpose of Diversity, Equity & Inclusion Management at G+D is not only to avoid or compensate disadvantages, but also to actively use diversity in our workforce to achieve the company's goals and to create value from it. Therefore, it is based on global steering and local solutions.