

EQUAL OPPORTUNITIES, DIVERSITY, AND INCLUSION POLICY

1. Introduction

At DUTCH HEALTH, we are committed to fostering an inclusive and diverse workplace where every employee is valued and respected. We firmly believe that a diverse and inclusive workforce enhances creativity, innovation, and productivity. This policy outlines our approach to ensuring equal opportunities, diversity, and inclusion within our organization.

2. Equal Opportunities

We are dedicated to providing equal employment opportunities to all employees and applicants for employment, irrespective of their race, color, national origin, gender, age, disability, religion, sexual orientation, or any other characteristic protected by applicable laws.

3. Recruitment and Selection

In all stages of recruitment, including advertising, interviewing, hiring, and promotions, we will strive to eliminate bias and discrimination. Our recruitment and selection processes will be based solely on the qualifications, skills, and experiences of candidates.

4. Diversity and Inclusion

We recognize that diversity encompasses a wide range of backgrounds and perspectives. We are committed to creating a workplace that celebrates and leverages this diversity. We aim to:

- a. **Foster an Inclusive Culture:** We will maintain an inclusive culture where all employees feel welcome, respected, and valued. Discrimination, harassment, or bias will not be tolerated.
- b. **Equal Pay for Equal Work:** We will ensure that compensation and benefits are based on job responsibilities and performance, not on gender, race, or any other protected characteristic.
- c. **Career Development:** We will provide opportunities for career growth and development that are open to all employees, promoting a diverse workforce at all levels of the organization.
- d. **Training and Awareness:** We will offer training and awareness programs to educate our employees about the importance of diversity and inclusion and provide tools to combat unconscious bias.
- e. **Affinity Groups:** We will support and encourage employee-led affinity groups that promote diversity and inclusion within the workplace.

5. Compliance with Applicable Laws

We will comply with all applicable laws and regulations related to equal opportunities, diversity, and inclusion. Our organization will periodically review and update our policies and practices to ensure compliance with the law and to continually improve our diversity and inclusion initiatives.

6. Reporting and Accountability

All employees are encouraged to report any concerns or incidents related to discrimination, harassment, or violations of this policy to their supervisor, HR, or a designated reporting channel. Reports will be treated confidentially and with the utmost seriousness. We will not tolerate retaliation against individuals who report concerns in good faith.

7. Responsibility

DUTCH HEALTH leadership and management are responsible for implementing and promoting this policy. All employees are expected to adhere to this policy and contribute to creating a diverse and inclusive workplace.

8. Review and Update

This policy will be reviewed regularly to ensure its effectiveness and relevance. Feedback from employees will be considered in this process, and necessary adjustments will be made to meet our commitment to equal opportunities, diversity, and inclusion.

At DUTCH HEALTH, we are dedicated to fostering an environment where every employee can thrive, and our success is driven by the unique perspectives and talents of our diverse team. This policy reflects our commitment to these principles and serves as a guide for our actions and decisions.

Signature:



Name: Pieter Wiemers

In the capacity of: Managing Director For & on behalf of Dutch Health B.V.

Nederhorst Den Berg: 28 January 2025

