



## Elmos Semiconductor SE ESG Policies

Section: Social  
 Chapter: Employees and working conditions  
 Policy: Anti-discrimination  
 Coverage: Elmos Group  
 Supported UN SDGs:



Addressed GRI standards: 406

Elmos’ ambition is to offer all employees around the world a working environment that is free from any form of discrimination and disadvantage.

We do not tolerate any employees, business partners, or third parties being discriminated against, bullied, or offended. We respect the dignity, privacy, and right of personality of every single individual.

No one should be disadvantaged, attacked, harassed, or ostracized due to their gender, skin color, ethnic or social background, nationality, religion, worldview, political views, disability, age, marital status, or sexual identity or orientation. Elmos has a zero-tolerance policy towards sexual and non-sexual harassment, physical punishment or coercion.

We have anchored these principles in our Code of Conduct for Employees and in our Code of Conduct for Suppliers and Business Partners. We encourage our employees to be there for one another and for third parties and to confront any form of discrimination. As a matter of course, Elmos complies with all laws and regulations concerning the topic of anti-discrimination throughout the Group.

Contact persons for anti-discrimination issues are, among others, our representatives for bullying and sexual harassment.

**Accompanying documents** Code of Conduct for Employees  
 Code of Conduct for Suppliers and Business Partners