



## Elmos Semiconductor SE ESG Policies

Section: Social  
 Chapter: Employees and working conditions  
 Policy: Diversity and equal opportunities  
 Coverage: Elmos Group  
 Supported UN SDGs:



Addressed GRI standards: 401, 402, 405

Elmos prizes equal opportunities and employee diversity, and promotes a culture of appreciation, equality, and mutual respect.

We focus on suitability, motivation, and expertise when it comes to selecting job applicants. We do not give preference to or disadvantage anyone on the basis of their gender, skin color, ethnic or social background, nationality, religion, worldview, political views, disability, age, marital status, or sexual identity or orientation.

Employees of all genders are treated equally at our company as a matter of principle. There are no known differences between their wages or salaries that could be attributed to gender alone. All of our employees are promoted on the basis of their qualifications and abilities and irrespective of their gender. As a matter of course, Elmos complies with all laws and regulations concerning the topics of diversity and equal opportunities throughout the Group. This is ensured by various people, in particular our Inclusion Officer and the Representative for Severely Disabled Persons.

**ESG KPIs** Share of female employees  
**Accompanying documents** Code of Conduct for Employees  
 Code of Conduct for Suppliers and Business Partners  
**Additional documents** Annual Report: Equality and equal pay report