



Policy

Diversity, Equity & Inclusion Policy



at the heart of healthcare

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1. Outline of this policy

- Meaning of diversity, equity and inclusion mean to Mediq
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2. Diversity, Equity and Inclusion at Mediq

Diversity: For Mediq diversity means; supporting our teams with individuals that have different backgrounds, bringing differences in perspectives (also called 'thought diverse'). These different perspectives can originate from a wide variety of backgrounds such as, but not exclusively, race, ethnicity, cultural background, color, gender, sexual orientation, gender identity, disability, age, neurodiversity, religion, political opinion and social origin. For Mediq it is important to nourish diverse teams, as different perspectives bring an additional element of learning from each other. Through this collective knowledge we can make Mediq a better workplace and a better performing company.

Equity: For Mediq equity means embracing different thinking (and related needs and desires) creating an environment where diversity can optimally flourish. Equity can be achieved by approaching differences between people with respect and empathy, eliminating personal barriers and provide personal support. This means all our people get the opportunity to participate, and get a fair chance to reach their potential to the fullest. Enabling equity will result in a culture with fair processes and equal playing fields. Individuals will be judged solely on competence and output.

Inclusion: For Mediq inclusion resembles a culture of psychological safety. This is an openminded culture without segregation, where everybody is engaged and all voices are heard. There exists no fear of the consequences of speaking up and all employees experience the feeling of belonging, appreciation and recognition. Decisions and choices of others are respected, and all people are encouraged and empowered. In an inclusive culture all people are praised and feel welcome and comfortable being their authentic selves and speak up freely (within the norms and values related to our business environment).

3. Purpose

With this policy we aim to promote an open and inclusive culture, free from discrimination and (unconscious) disadvantages and advantages. By means of this policy Mediq aims to ensure that all Mediq employees are aware of our values and norms, also where it comes to providing for an open and inclusive culture.

Making DE&I more tangible and explicit in our way of working creates connection and serves our people, our organization, and the healthcare environment we operate in. With this policy we want to ensure we promote fairness and impartiality throughout the entire company. This provides for an inclusive and safe culture. This applies to all Mediq employees, so all employees can expect to be enabled to optimally participate in their own unique way.

4. Responsibilities

- Everybody at Mediq has the responsibility to ensure an inclusive work culture. This can be achieved with simple things such as (but not limited to): being mindful of your biases towards others, treating all colleagues and their ideas with respect, appreciate all your colleagues regardless of their diversity. If you have specific wishes to let your diverseness flourish, we encourage you to discuss this with your manager.
- Leadership: provide an inclusive culture for their team members, act upon signs or reports of inequality or exclusion, and displaying exemplary behavior by being truly inclusive leaders.

5. Adherence

We believe that by living our values of Caring heart, Customer Drive, Champion Spirit we create an environment that is diverse, inclusive and equitable. In case you believe this policy is not adhered to, you can report this in the same manner as violations of Mediq's Code of Conduct can be reported. In addition to reporting under the Code of Conduct, you may also file a report with the Company DE&I confidants (see below). Reports under this policy (as any report under the Code of Conduct) are made without the risk of negative repercussions being taken against the employee filing the report.

6. Contact information DE&I confidant

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