



# EVS

## DIVERSITY, EQUITY, AND INCLUSION POLICY

*Related material Impacts, Risks, and Opportunities:*

*Diversity, equity, and inclusion (incl. Measures against violence and harassment in the workplace; Employment and inclusion of persons with disabilities; Diversity; Gender equality and equal pay for work of equal value)*

December 9<sup>th</sup>, 2024 | Pierre Matelart, Chief People Officer

**EVS BROADCAST  
EQUIPMENT SA**

**Liège Science Park**  
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## 1. PURPOSE OF THIS POLICY

This policy aims to:

- Enable a safe work environment where individual differences are respected and valued, and where people can bring their whole selves to work;
- Ensure that EVS' zero tolerance regarding harassment and discrimination is applied throughout the organization;
- Reiterate EVS' commitment to equal opportunities, both within and outside the organization;
- Ensure that our team members are aware of where to find information on the procedure to follow if they endure or witness inappropriate behavior.

This policy has been reviewed by the Diversity, Equity and Inclusion (DEI) team, as well as some members of the HR team, to ensure that it is aligned with EVS' strategy and takes into account the interests of its team members.

## 2. PRINCIPLES

At EVS, we understand the pivotal role that Diversity, Equity, and Inclusion (DEI) play in fostering a thriving and innovative environment. Promoting a diverse and inclusive culture is not only a moral imperative in line with our caring employer strategy, but also a necessity from a talent management perspective, as it enables us to attract talent from a diverse talent pool, benefit from a variety of perspectives, and improve our employer branding. In sum, a diverse and inclusive workforce is necessary to reach our sustainable and profitable growth objective.

Furthermore, we understand the necessity to promote inclusion and fairness beyond our company by contributing to efforts to foster equal opportunities in our industry.

### 2.1. EQUAL OPPORTUNITIES

We are committed to fair and equitable treatment in the following areas:

- Terms and conditions of employment: Our terms and conditions of employment do not differ between employees on any prohibited grounds.
- Recruitment: All applicants – whether prospective employees or current employees seeking to change position – are assessed based on their skills, experience, and fitness for the job. They are not disadvantaged by requirements that are not strictly necessary for the job they are applying for. If an applicant has a disability that requires adjustment, consideration is given as to whether that adjustment is feasible. The job advertisements are non-discriminatory.
- Compensation and benefits: Compensation and benefits are solely defined based on needs, merit, and local market conditions. They do not differ on any prohibited ground.
- Development: Opportunities for development are accessible to all within our company. The kind of training a team member undergoes depends solely on their role, motivation, and development needs.

### 2.2. APPROACH TO DISCRIMINATION AND HARASSMENT

EVS is committed to promoting an environment in which individual differences are valued and respected. Discrimination and harassment – be it verbal, such as intimidating, inappropriate and/or negative comments, or physical, such as aggressive behavior or unwanted sexual advances – are not tolerated in any form.

All EVS team members have a responsibility to treat others fairly and with respect, irrespective of their background or preferences. Furthermore, team members are expected to speak up and, if necessary, report any inappropriate behavior.

Reporting such issues can be done directly to a local manager, the Leadership Team, the Human Resources Department, or through EVS' *Discrimination & Harassment Reporting Channel*. Specific information regarding the steps to take if one endures or witnesses inappropriate behavior is provided on the company's HR SharePoint, and on the DEI page of the ESG SharePoint. Once an issue is reported, designated team members within the HR department and the DEI team are notified, and an inquiry follows to investigate the reported facts. The person who issues the report is made aware that their report has been received and receives frequent updates on the status of the investigation. They have the guarantee that their identity will not be revealed unless they give their explicit agreement, and they are protected against any kind of retaliation so long as the report is made in good faith.

### 2.3. SOCIAL ENGAGEMENT

Evolving in an imperfect society where diversity is lacking in Science, Technology, Engineering, Mathematics (STEM), Media, and Sports sectors, EVS is willing to be an actor for positive change and to promote a more diverse and fair industry. With much humility about its ability to radically change things, EVS is committed to bring its modest contribution to the societal projects that act globally for a fair world.

### 3. SCOPE OF THIS POLICY

This policy applies to all EVS' team members, including workers contracted to perform services for EVS (consultants and freelancers).

## 4. MONITORING & ACCOUNTABILITY

EVS' Board of Directors is responsible for the company's overall sustainability strategy, including the oversight of ESG impacts, risks, and opportunities, as well as the validation of the ESG targets. The Leadership Team is responsible for the implementation of the sustainability strategy. The Chief People Officer, as the sponsor of the ESG topics covered by this policy, is responsible for ensuring that all employees are aware of, and comply with this policy. The Chief People Officer is the owner of this policy and is thus responsible for its content and updates, as well as its implementation.

The implementation of this policy is monitored in various ways.

On a general level, our team members' level of engagement, which we believe partly depends on whether they perceive themselves to be included in the company, is monitored through a pulse survey (team member Net Promoter Score) and an engagement survey:

- Our team members Net Promoter Score (tmNPS) is computed quarterly; the results are reported once a year. It consists of the question "How likely are you to recommend working at EVS to a friend or an acquaintance?". Responses are categorized as Promoters (response = 9/10-10/10), Passives (7/10-8/10), and Detractors (0/10-6/10). The tmNPS is computed by subtracting the percentage of Detractors from the percentage of Promoters. As a higher score indicates a more positive perception among our team members, we believe it provides insight into how included they feel within the company. The results of the tmNPS are analyzed by the (deputy) Chief People Officer.
- Our team member engagement survey is launched once a year. It includes questions related to respect, fairness, and camaraderie for which the scores provide insights into the extent to which our DEI policy is implemented throughout the organization. Moreover we have specific questions that provide us with insight on perceived equity related to gender, age, race, ethnicity, sex or sexual orientation. The results of our engagement survey are analyzed by the (deputy) Chief People Officer.

For more specific monitoring of this policy, we use the following means:

- Our inclusion survey is launched once a year and provides additional insights into whether our team members feel included at EVS, why, and which areas of improvement remain. The results are analyzed by the ESG Core Team member responsible for DEI topics, and the analysis is presented to the Chief People Officer (sponsor of DEI topics), the DEI team and the ESG Core team.
- Requests entered through our *Discrimination & Harassment Reporting Channel* are monitored by the designated team members from the HR department and the DEI team. The



number of incidents of discrimination & harassment reported through the channel are disclosed once a year in our annual report.

Our ambitions for 2030 are the following:

- 1) Maintain a team member Net Promoter Score of 30 or above;
- 2) Be in the top 50% of Belgium's Top Employers.

Top Employers is a certification related to HR practices, which includes a specific section on Diversity, Equity and Inclusion.

## 5. AVAILABILITY & UPDATES

This policy is made available to our team members on the page dedicated to Diversity, Equity and Inclusion of our internal SharePoint, and to our other stakeholders on our public website.

Appendix 1 includes the dates at which this policy has been updated, as well as the ways in which it has been updated, since its creation.



## APPENDIX 1

Version	Date of update	Update details
1	2024-06-24	Initial policy
2	2024-12-09	Modification of section 2.2 following a change in the procedure to follow if one witnesses or endures discrimination or harassment