

Capelle a/d IJssel, July 2022

GeoJunxion N.V. (GOJXN.AS)
Rivium Quadrant 75
2909LC Capelle aan den IJssel
The Netherlands

Inclusion, Equality and Diversity Policy

GeoJunxion is dedicated to encouraging a supportive, safe, and inclusive culture amongst the whole workforce, whether employed or in a contracting relationship. It is within our best interest to promote diversity, eliminate discrimination and border crossing behavior in the organization at large.

Our aim is to ensure that all employees, contractors, and job applicants are given equal opportunity and that our organization is representative of all sections of society. Each employee or contractor will be respected and valued and enabled to give their best as a result.

This policy reinforces our commitment to providing equality and fairness to all our team members whether employed or in a contracting relationship and not provide less favorable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, color, nationality, national origin, religion or belief, sex, and sexual orientation. We are opposing to all forms of unlawful and unfair discrimination and border crossing behavior.

All employees and contractors, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect. When GeoJunxion selects candidates for employment, a contractor relationship, promotion, training, or any other benefit, it will be on the basis of their aptitude and ability.

All employees will be given help and encouragement to develop their full potential and utilize their unique talents. Therefore, the skills and resources in our organization will be utilized to the fullest extent possible, and we will maximize the efficiency of our whole workforce.

GeoJunxion's' commitments:

- To create an environment in which individual differences and the contributions of all team members are recognized and valued.
- To create a working environment that promotes dignity and respect for every team member.
- To create and maintain a working environment in which every team member feels safe and is sufficiently secure to speak up and to report breaches of this policy.
- To not tolerate any form of intimidation, bullying, or sexual harassment, and to discipline those that breach this policy.



- To make training, development, and progression opportunities available to all team members.
- To promote equality in the workplace, which GeoJunxion believes is good management practice and makes sound business sense.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To encourage employees to treat everyone with dignity and respect.
- To regularly review all our employment practices and procedures so that fairness is always maintained.

GeoJunxion will inform all employees that an inclusion, equality, and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness in the workplace. The policy will also be drawn to the attention of funding agencies, stakeholders, customers, learners, and job applicants.

GeoJunxion's Inclusion, Equality and Diversity Policy is fully supported by the management team, the management, and supervisory boards. Our policy will be monitored and reviewed annually to ensure that inclusion, equality, and diversity is continually promoted in the workplace.

