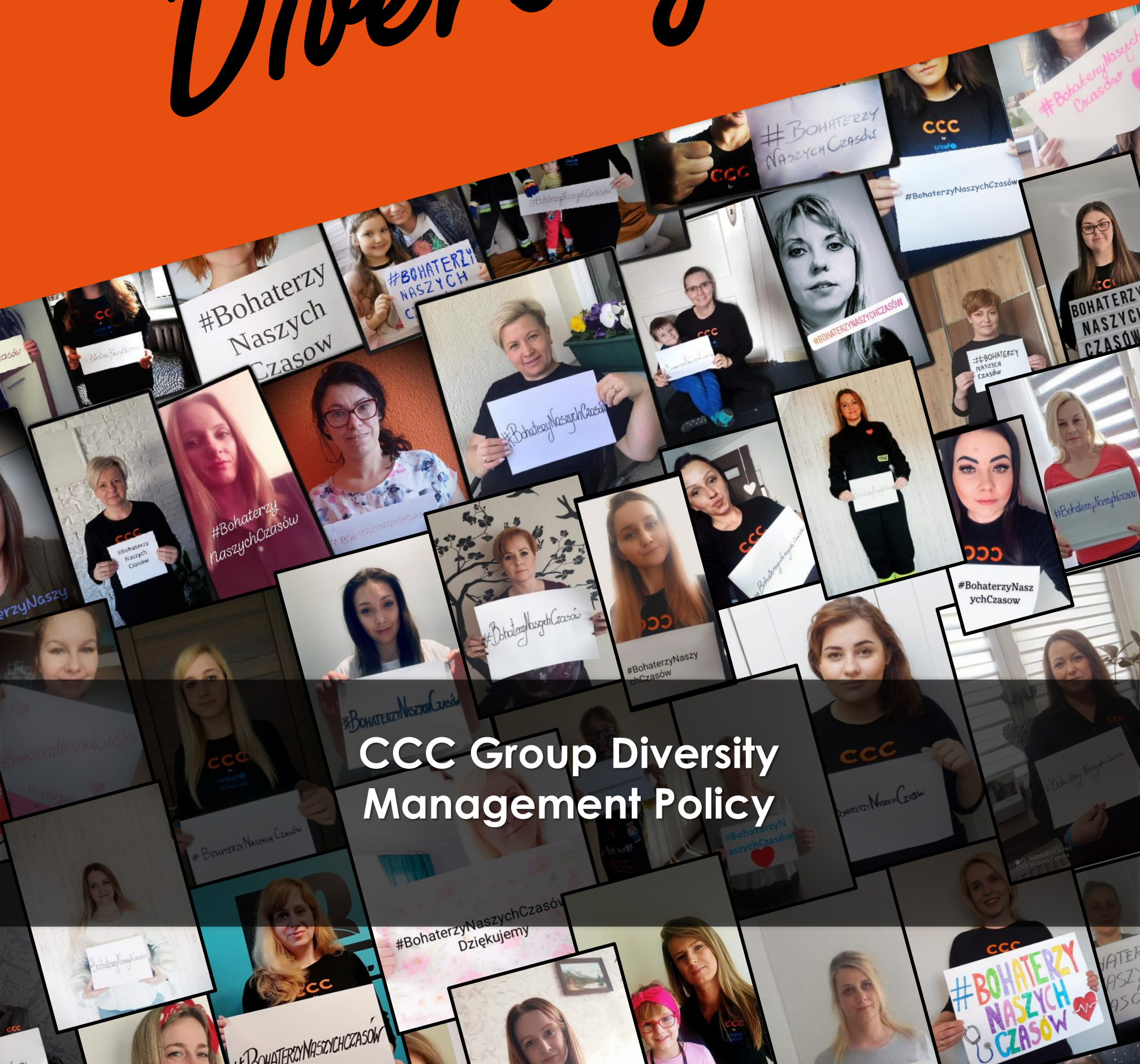


CCC

Diversity' CCC



CCC Group Diversity
Management Policy

At the CCC Group
every Employee is unique

Unique

We can constantly grow because we capitalise on differences in our

MINDSET

BACKGROUND

Unique

EXPERTISE

We hire people from various backgrounds, because we strive to build a diverse and inclusive culture, where our Employees can feel at home and fully realise their potential and where they are valued and respected.

For CCC, diversity means all Employees maintaining commitment to building an open and friendly work environment, where all voices are heard and considered. We believe Employees are our company's most valuable asset and the driving force behind growth and innovation.

Our rules

1.

We value the uniqueness of each individual and have a zero tolerance approach to any form of discrimination. We treat everyone with the respect and dignity they deserve, as reflected in our Discrimination and Workplace Harassment Prevention Rules and our Code of Ethics.

2.

We recruit Employees based on merit. All candidates are given a fair chance during the recruitment process.

3.

We have an onboarding programme in place that helps with a smooth transition into the new workplace and improves independent performance of duties.

4.

We build diverse project teams to enhance workplace creativity and productivity.

5.

We help Employees develop their talents and upgrade their competencies by providing a wide range of development programmes accessible to all. The principle of equality of opportunity is written into our policies and regulations.

6.

Driven by our commitment to fostering a friendly workplace and building employee engagement, we conduct employee satisfaction surveys on a regular basis.

7.

We are happy to share our knowledge and experience. We work with associations and universities, and we regularly engage in academic life. We run various traineeship programmes.

8.

We support the passions of our Employees, promote the work-life balance and strive to ensure workplace safety.



WE UNDERTAKE TO ADHERE TO AND PROMOTE THE DIVERSITY POLICY AMONG OUR EMPLOYEES AND BUSINESS PARTNERS AND TO FURTHER THE SPIRIT OF DIVERSITY ACROSS OUR COMPANIES.