

Diversity & Inclusion Policy

Last reviewed: March 13th 2021

Doc No.: PIM-GEN-MGT-PL-1009

PURPOSE

This policy is implemented within Pymwymic Investment Management B.V. ("PIM") to express its overall intentions and guidelines related to the diversity and Inclusiveness.

POLICY STATEMENT

PIM's is dedicated to encouraging a supportive and inclusive culture amongst the whole workforce. It is within our best interest to promote diversity and eliminate discrimination in the workplace.

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

This policy reinforces our commitment to providing equality and fairness to all in our employment and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

All employees, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect. When selects candidates for employment, 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 utilise their unique talents. Therefore, the skills and resources of our organisation will be fully utilised and we will maximise the efficiency of our whole workforce.

PIM's commitments:

- To create an environment in which individual differences and the contributions of all team members are recognised and valued.
- To create a working environment that promotes dignity and respect for every employee.
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- To make training, development, and progression opportunities available to all staff.
- To promote equality in the workplace, which PIM 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 maintained at all times.
- To have nonbiased recruitment in place that ensures a diverse candidate base.
- To use best efforts to interview at least one underrepresented member of the population within the company (in terms of age, gender, skin color, country of origin and/or education) will be interviewed for any vacancy, including, but not limited to management positions.
- To use best efforts to have a diverse Board / Management, aiming to limit that members of the same gender represent up to 65% of its composition.

In order to achieve these objectives, it is important that all PIM's employees understand this Diversity & Inclusion Policies and associated objectives. We, committed as management, will continuously make an effort to comply with the requirements of the Policy and improve its effectiveness. Furthermore, every year this policy is being reviewed by the Board of Stichting PymwymiC Foundation.

Rogier Pieterse

Managing Director PIM