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Van Loon Group

**Diversity, equality and inclusion - Policy**

**Why is this a theme for Van Loon Group?**
A healthy balance of diversity, equality, and inclusion among our employees is important for the sustainable development of our company and our performance. In a sector where more men than women are employed and where employees of diverse nationalities work together, this requires targeted and conscious attention.

**Scope**
This concerns employees in all departments and at all levels within the organization.

**Our policy**
At Van Loon Group, we treat everyone fairly and with respect. We are committed to equal treatment and a safe, respectful work environment where all employees receive equal opportunities. Recruitment, advancement, and development are based on competencies, experience, performance, and potential.

Discrimination on the basis of age, sex, race, nationality, religion, ancestry, ethnicity, sexual orientation or other personal characteristics will not be tolerated in any way, this list not being considered exhaustive. In accordance with local legislation and international standards, additional measures may be taken to support disadvantaged groups.

We strive for a balanced male-female ratio at all levels of the organization, without the application of forced diversity. Van Loon Group applies the applicable collective labour agreements to all its companies. In doing so, no distinction is made between men and women, including in remuneration structures. Additionally, we maintain a zero-tolerance policy regarding (sexual) harassment, bullying, and unwanted or aggressive behaviour.

**Additional policy information**
CALL 101 - Code of Conduct for employees
CALL 503 – Unwanted behavior
CALL 506 – Human Rights and Labour Rights

Person highest responsible for policy implementation: CHRO

Signed for Van Loon Group

Name: Robert van Ballegooijen

Function: CEO

Date: 7-5-2026

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| Document code: BEL 502 | Author: CHRO Van Loon Group | Version date: 04-05-2026 |
| Code: 3040 | Verifier: CSO Van Loon Group | Page 1 of 1 |