

**Deutsche Börse Group**

## **Diversity & Inclusion Policy**

July 2021

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## 1 Executive summary

Operating worldwide, we take pride in employing over 9,000 colleagues with a wealth of cultural backgrounds at around 60 locations around the globe. However, our diversity is reflected not only in the origins or cultural backgrounds of our colleagues but also in the variety of their professional backgrounds and many other differences characterising each individual personality that is part of our team. As a global organisation, we stand for recognition, appreciation and inclusion in the working environment. We advocate for and thrive through openness and fairness. We consider the wealth of backgrounds and ideas to be key to our success.

This Diversity and Inclusion Policy (D&I Policy) sets out Deutsche Börse Group's commitment to a diverse and inclusive work environment for all Deutsche Börse Group staff. It further defines the key principles and taxonomy of the Deutsche Börse Group Diversity and Inclusion framework as laid out in chapter 4 of this policy.

## 2 Scope of application and ownership

The D&I Policy is applicable to all staff (i.e. individuals who are members of executive boards and management boards, managers, staff members and temporary employees) of all consolidated entities of Deutsche Börse Group at all their locations.

Our commitment to diversity & inclusion is a fundamental part of our corporate engagement and a statement by our company on tolerance and mutual respect. That is why the definition and communication of diversity and inclusion lies within the responsibility of Group Communications & Marketing.

## 3 Our commitment to diversity & inclusion at Deutsche Börse Group

We believe diversity and inclusion to be vital to our global success. We also believe that we find strength in combining individual traits to fulfill our purpose. Therefore, Deutsche Börse Group is committed to creating a workplace where everyone feels included and welcome to contribute their ideas as part of a healthy and productive working environment. The key principles of our commitment are as follows:

- We are committed to a comprehensive policy of equal opportunities in employment. No job-applicant or colleague is to receive less favourable treatment on grounds not relevant to good employment practice.
- All colleagues – whether full-time, part-time or temporary – will be treated fairly and respectfully and are to be encouraged and supported to develop their full potential and talents.
- Selection for employment, promotion, training, compensation or other benefits will be carried out on the basis of aptitude and ability. Any kind of discrimination, i.e. an unequal or prejudicial treatment concerning any dimension of the Diversity & Inclusion taxonomy as laid out in this policy, nor any form of bullying or harassment as defined in the Group's Anti-Harassment Policy is not acceptable.
- We are committed to achieving short- and long-term diversity and inclusion goals that meet the evolving needs of our workforce, our business and society, and will be articulated in concrete terms elsewhere. We further believe that fostering awareness by the means of communication is key to achieving such goals.

Our commitment extends to all areas of our business. It is recorded in this D&I Policy as well as publicly displayed on our website in form of our Diversity & Inclusion Statement.

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## 4 Taxonomy

Diversity of the workforce describes the versatility of our colleagues in terms of differentiating characteristics according to the following taxonomy. The workforce of Deutsche Börse Group is composed of a wide variety of individuals that are reflective of the diversity of the societies in which it exists and operates.

Inclusion refers to the extent to which organisations involve all colleagues and enable them to make meaningful contributions by providing equal access to opportunities and resources. An inclusive work environment is characterised by colleagues feeling welcome to bring in their individual qualities. Characteristics belonging to the dimensions listed below that might otherwise be factors leading to them being excluded or marginalised are viewed as enrichment to Deutsche Börse Group's corporate culture.

We embrace a diverse workforce and inclusive work environment as we recognise and respect the qualities of our colleagues in accordance with the following dimensions:

- **Cultures and ethnicities:** we foster an open work environment in which there is mutual respect and understanding of cultural or ethnical differences and similarities.
- **Beliefs:** persons have different religious attitudes or beliefs and follow different religious practices. Every individual is to be treated respectfully as regards their religious affiliation and worldview.
- **Sexual identities and orientations:** we foster an organisational culture in which no one has to justify their own sexual identity or orientation.
- **Gender:** we foster a work environment in which gender or gender identities do not affect the distribution of resources, tasks and responsibilities; these are allocated on the basis of actual competence and expertise of any person.
- **(Dis-) abilities:** we foster a corporate culture in which all colleagues feel comfortable declaring any kind of physical, mental or health limitations.
- **Generations:** we foster a mutually appreciative and motivating working environment for all age groups. This also relates to different levels of life and work experiences.
- **Personalities:** each person has both immutable and variable characteristics which may evolve over time. Those characteristics include their specific skills, education, socio-economic background, family- and relationship status. Every individual is to be treated respectfully and appreciatively as regards any feature of their personality.

We value diverse ways of thinking and working and encourage all colleagues to bring in their individual ways of thinking and working to the benefit of their teams and be their true selves at work. This applies for as long as their conduct does not effectively violate the rights enjoyed by other persons or hinder daily work.

## 5 Responsibilities

Although the ownership of this policy and communication of diversity and inclusion topics at Deutsche Börse Group lies within the responsibility of Group Communications & Marketing, every individual who is part of the workforce is responsible for creating a diverse and inclusive corporate culture. All leaders and colleagues are expected to respect the diversity among Deutsche Börse Group colleagues and all those with whom we do business. They are also expected to respect the life choices of others, if such life choices do not infringe on the rights enjoyed by other colleagues or interferes with business necessities. Further, all leaders and colleagues working at Deutsche Börse Group are bound by its [Code of Business Conduct](#) to interact with each other with openness and confidence, and to intervene when witnessing any sort of discrimination or abuse.

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Thus, every individual is called upon to proactively counteract any direct or indirect bullying, harassment, or discrimination at their own discretion and actively foster an inclusive working culture. Colleagues are asked to assess situations that they observe with the help of common sense.

## **6 Advocacy groups focusing on diversity and inclusion topics**

### **6.1 The Diversity & Inclusion Council**

Deutsche Börse Group aims to be a pivot of excellence where tolerance, mutual respect and appreciation fosters innovation and growth. The main task of the Diversity & Inclusion Council (DIC) is to consolidate the Diversity and Inclusion framework to enable Deutsche Börse Group to achieve this goal.

The DIC convenes regularly in order to discuss issues and initiatives related to the topics of diversity and inclusion at Deutsche Börse Group. It is composed of 10 members. The members of the Council represent all consolidated entities of Deutsche Börse Group. The Chief Human Resources Officer (CHRO) of Deutsche Börse Group chairs the DIC. Additionally, there are two permanent guests, one from Human Resources and one from Group Communications & Marketing, to relay programmatic changes suggested by the DIC and provide communicative support.

The DIC has three mandates:

- It advises the Executive Board of Deutsche Börse Group and designated Executive Sponsors within each Division of Deutsche Börse Group about issues and initiatives related to the diversity and inclusiveness of the workforce.
- Its members serve as point of contact to local resource groups and provide the framework and guidance for local activities.
- Its members serve as points of contact for colleagues who wish to report grievances informally and in full confidentiality to either one or several of its members and to discuss suitable solutions to the issue brought forward.

### **6.2 Employee resource groups and networks**

Deutsche Börse Group recognises the value of allowing groups of employees with common interests to formalise their professional relationship by creating Employee Resource Groups (ERGs) and company-internal networks.

ERGs and networks are dedicated to fostering a diverse and inclusive work environment and are either organised around a specific interest group or at the level of one of Deutsche Börse Group's locations. ERGs and networks can provide cultural expertise to the Diversity and Inclusion Council and thus enable it to build cultural competence. They also facilitate relationships between Deutsche Börse Group and external communities and support specific business projects and initiatives.

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## **7 Grievance resolution procedures**

Deutsche Börse Group does not tolerate unfair or prejudicial treatment of individuals or groups, bullying or harassment of any kind whatsoever. Deutsche Börse Group's position of non-tolerance of moral and sexual harassment as well as a description of the grievance resolutions policies that are in place are detailed in the Anti-Harassment Policy and the Disciplinary-Actions Policy of Deutsche Börse Group.

## **8 Supporting links**

- [Code of conduct](#)
  - [Charta of Diversity](#) (Germany)
  - [Charta of Diversity](#) (Luxembourg)
  - [Charta of Diversity](#) (Czech Republic)
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