

Diversity, Equity and Inclusion (DEI) Policy

Our company values diversity, equity, and inclusion (DEI). We strongly believe that diversity in our teams is a special advantage and we want to be a role model for diversity, equity and inclusion. We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

Our commitment to DEI

We are committed to

- fostering, cultivating and preserving a culture of diversity, equity and inclusion.
- ensuring that all employees, contractors, business partners, customers and patients are treated with dignity and respect. We encourage all employees to join us in creating an environment that is inclusive and equitable.
- creating and maintaining a work environment that is free from discrimination and harassment on the basis of race, ethnicity, national origin, gender, gender identity, sexual orientation, age, disability, religion, or any other protected characteristic. We have zero-tolerance for discrimination and harassment at Ottobock!
- providing equal opportunities for all employees.
- promoting diversity and inclusion at all levels of the company. This includes recruiting, hiring, and promoting employees from a wide range of backgrounds and experiences, as well as providing training and support to help all employees feel valued and respected.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives or our Code of Conduct should seek assistance from a supervisor or an HR representative.

Our [Whistleblowing Unit](#) is intended to give all employees, customers and business partners the opportunity to report compliance violations.



Oliver Jakobi
CEO

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