

Company Guideline for Inclusion, Diversity and Equality

pb elektro vertriebs-gmbh is committed to an inclusive and diverse working environment in which all employees are treated equally. We value the diverse backgrounds, experiences and perspectives that our multicultural teams bring to the table. In line with these values, we have established the following guidelines:

1. Inclusion and Equal Opportunities:

- We promote a culture in which every person is respected, regardless of gender, ethnic origin, sexual orientation, religion, age or physical disability.
- Discrimination, bullying and harassment are unacceptable and will be penalized consistently.
- We have created barrier-free workplaces and provide the necessary support so that all employees can fully develop their skills

2. Diversity and multiculturalism:

- We recognize the value of diversity and strive to attract a wide range of talent and perspectives.
- Our recruitment and development actively takes diversity and multiculturalism into account.

3. Gender equality - women in leadership position:

- We are committed to the advancement of women in all areas of the company.
- Women are represented at all levels of management.
- We offer targeted training and mentoring programs for women.

These guidelines are binding for all employees. We believe that diversity enriches our culture and leads to innovative ideas, better business outcomes and stronger performance.

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