

GUIDELINE ON DIVERSITY MANAGEMENT

real General Contracting GmbH is an international construction services company delivering interior fit out, shopfitting, construction engineering services and a wide range of specialized solutions.

real General Contracting GmbH

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In view of demographic change, the demand for diversity within the company has become a focal point for the business success of the company. Diversity management at real General Contracting GmbH focusses on the ability to adapt to changing market conditions in order to improve competitive advantages in the recruitment of qualified and specialist staff.

To prevent discrimination, the company regards it as its duty to promote equality and diversity in all fields of activity. This obligation applies to all of our guidelines and activities. The company endeavours to create a positive working environment characterised by respect and mutual support.

In pursuance of our corporate policy, no person shall suffer discrimination or unfair treatment for reasons of religion or beliefs, gender, sexual orientation, nationality, skin colour, ethnic or national origin, disability or age.

This guideline is binding for the entire staff of real General Contracting GmbH. It shall also be respected in dealing with customers, suppliers, applicants and, last but not least, visitors.

The company commits to engaging and promoting staff members without any form of discrimination on the basis of their skills, qualifications and experience. The company prohibits all forms of discrimination. Each member of staff shall enjoy equal career opportunities within the organisation. The company shall not tolerate any kind of direct or indirect discrimination, unfair treatment or harassment, regardless of whether it occurs intentionally or inadvertently. Should any form of misconduct, as described above, occur, disciplinary steps shall be initiated.

To achieve our goals in respect of diversity management, we act in an open, transparent manner and commit to documenting our results.

The guideline on the promotion of equality and diversity must be considered in the context of our guidelines on sustainability and procurement.

The original document of this guideline on diversity management is available upon request.

The management of real General Contracting GmbH assumes overall responsibility for this guideline.

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Signed:



Michael Betz
CEO

Date: 2021-01-28

Signed:



Marcus Beinert
CFO

Date: 2021-01-28