

Accell Group N.V.  
Diversity and Inclusion Statement

# Welcome to our world

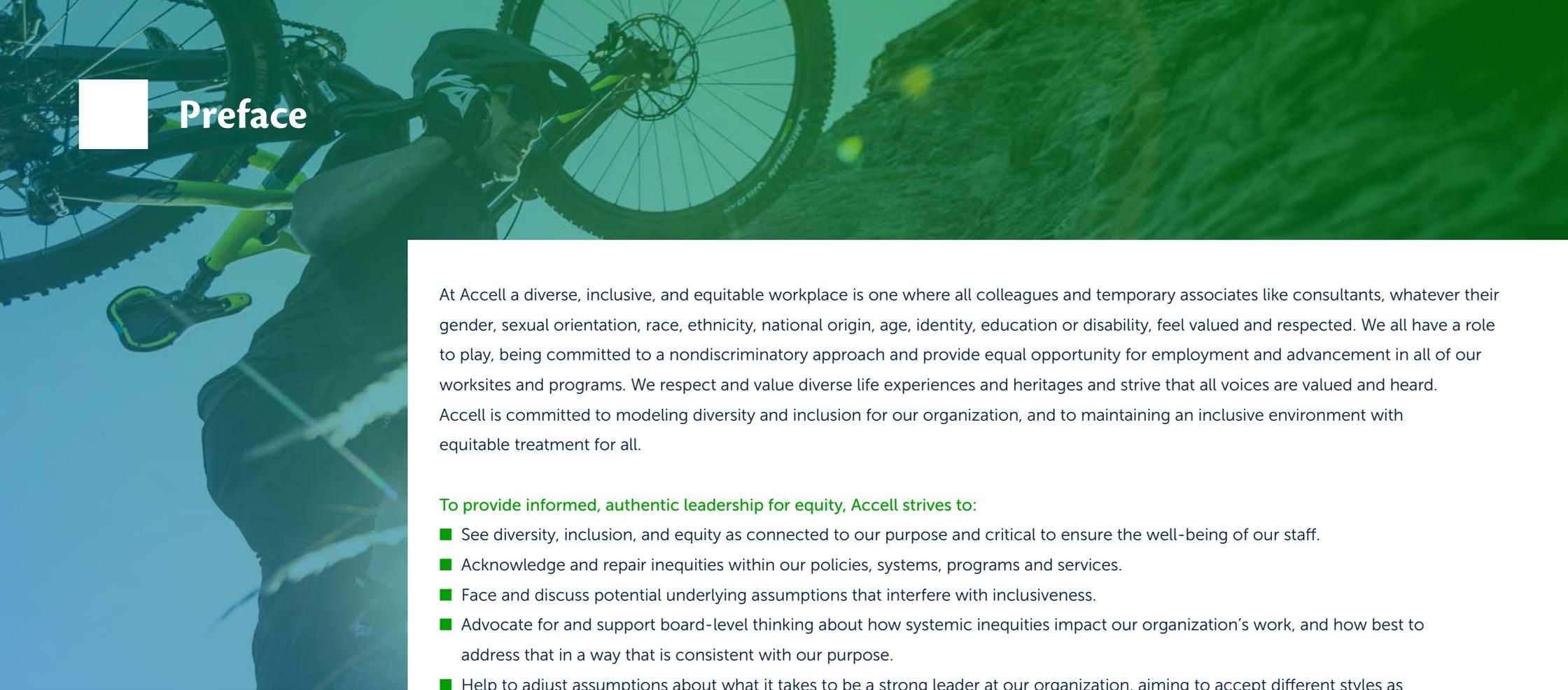


March 2020



**“Our Accell purpose is built on the foundation that our people and how we treat one another are what makes us a great company to work for and with. Diversity and inclusion are about appreciating and incorporating the unique life experience that every Accell colleague brings to work.”**

Ton Anbeek, CEO, Accell Group N.V.



# Preface

At Accell a diverse, inclusive, and equitable workplace is one where all colleagues and temporary associates like consultants, whatever their gender, sexual orientation, race, ethnicity, national origin, age, identity, education or disability, feel valued and respected. We all have a role to play, being committed to a nondiscriminatory approach and provide equal opportunity for employment and advancement in all of our worksites and programs. We respect and value diverse life experiences and heritages and strive that all voices are valued and heard. Accell is committed to modeling diversity and inclusion for our organization, and to maintaining an inclusive environment with equitable treatment for all.

#### To provide informed, authentic leadership for equity, Accell strives to:

- See diversity, inclusion, and equity as connected to our purpose and critical to ensure the well-being of our staff.
- Acknowledge and repair inequities within our policies, systems, programs and services.
- Face and discuss potential underlying assumptions that interfere with inclusiveness.
- Advocate for and support board-level thinking about how systemic inequities impact our organization's work, and how best to address that in a way that is consistent with our purpose.
- Help to adjust assumptions about what it takes to be a strong leader at our organization, aiming to accept different styles as being successful.
- Lead with respect and tolerance. We expect all Accell colleagues to embrace this notion and to express it in workplace interactions and through everyday practices.

#### Accell is committed to the following actions to promote diversity and inclusion:

- Develop an approach for being more conscious of bias during the hiring, promoting or evaluating process. Train our hiring teams on equitable practices.
- Pursue organization "Diversity and inclusion" competency throughout our organization by creating learning and information opportunities and providing feedback.
- Improve our leadership pipeline by creating and supporting programs and policies that foster leadership that reflects diversity in society.
- Accell supports internal self-organization initiatives which help to strengthen the execution of this statement.



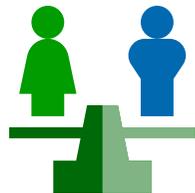
## Diversity

Diversity is the presence of difference within a given setting. In this case the workplace is the setting and the differences typically refer to identity like race and gender, ethnicity, sexual orientation, religion or nationality. A person isn't diverse. Everyone is unique. Everyone can bring diversity to a group. You're not looking for a diverse candidate. Diversity is about a collective or a group.



## Inclusion

Inclusion has to do with people with different identities feeling and/or being valued, leveraged, and welcomed within a given setting (whether that's a team, workplace or meeting). Therefore "Diversity is being asked to the party. Inclusion is being asked to dance." Inclusion isn't a natural consequence of diversity. You can have a diverse team of talent, feeling welcomed or valued or being given opportunities to contribute or grow is a next level challenge.



## Equity

Equity is an approach that ensures everyone has access to the same opportunities. Equity recognizes that we don't all start from the same place because advantages and barriers exist. It's a process that acknowledges uneven starting places and seeks to correct the imbalance. Diversity and inclusion are both outcomes. Equity is different. It refers to the process an organization engages in to ensure that all our people have the opportunity to grow, contribute, and develop.



## Discrimination

Discrimination includes any distinction, exclusion or preference made on the basis of race, colour, sexual orientation, gender, religion, nationality or social origin that has the effect of impairing equal opportunity. Any distinction based on job requirements is not deemed as discrimination.



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