

Diversity and equal opportunities (UN GC Principle 6, GRI 103-1)

AURELIUS is convinced that people are more motivated and satisfied when they can contribute with their personality and identity as they are. We therefore demand and promote equal opportunities as well as a culture of appreciation and respect. We welcome employees of all backgrounds, gender identities, and ages.

Diversity management-approach (GRI 103-2)

We expect all employees to treat each other with respect, openness and fairness. Managers act as role models and bear special responsibility for a fair corporate culture. The issue of diversity and equal opportunities is managed at board level.

AURELIUS considers diversity to be an important driver for ideas, renewal and inventiveness; it increases our innovative strength and our creativity.

For us, inclusion means a conscious, holistic and appreciative acknowledgment of the diversity of our employees and including everyone equally.

We make clear statements and commit to promoting diversity, in all its dimensions: Age, ethnicity and nationality, gender and gender identity, physical and mental abilities, religion and belief, sexual orientation and social background.

AURELIUS is committed to equal opportunities for women and men. We support the Diversity Charter - For Diversity in the World of Work - and the UN Women's Empowerment Principles.

We focus on diversity in our teams (GRI 405-1)

Diverse perspectives make us more successful. Accordingly, we strive to bring different people together in mixed teams in an equal-opportunity and non-discriminatory manner in order to best meet our day-to-day business challenges. We aim to attract and develop the best qualified professionals and managers for the company - regardless of age, origin, gender, sexual orientation and identity, or physical limitations.

Work culture: We create an inclusive work environment

We create a motivating working environment that is characterised by appreciation and equal opportunities. In doing so, we promote diversity and inclusion through awareness-raising and qualification measures for employees and offer other opportunities - including international employee assignments or mentoring programmes for young employees.

The proportion of women at AURELIUS was 26% in 2021. In the course of new hires, we aim to further increase the proportion of women.

We also promote the compatibility of work and private life: With a variety of measures, we enable our employees to flexibly organise their working hours according to their personal circumstances. Furthermore, we support all employees in their continuous development and in integrating new working methods and learning techniques into their daily work.

We live cultural diversity

The cultural diversity of our workforce helps us to better understand the regionally different wishes of business partners and customers. We promote an understanding of diversity and inclusion through training on intercultural competence and a focus on targeted recruiting. We consciously promote international employee assignments.

We value and support talents of all generations

The average age of our employees in year 2021 remained unchanged versus 2020. Demographic change is also accompanied by a longer working life. The average age of our employees is therefore expected to rise in the coming years. We see this development as an opportunity for which we are creating the appropriate framework conditions. In concrete terms, this means that we are focusing on measures that promote the performance and health of younger and older employees. We also want to strengthen cooperation between the generations.

In the future, we will increasingly sure that our employees feel qualified and sensitive to the topics of diversity and inclusion. In addition, AURELIUS supports employees who want to form network groups.

Dealing with rule violations (GRI 406-1)

If employees are discriminated against, bullied or sexually harassed, or if they have observed such incidents, they can contact managers and the human resources department. We consistently follow up on all incidents, talk to those affected and document the conversations.

Review of the management approach (GRI 103-3)

In order to measure equal opportunities in the company, we will survey this in future as part of the employee survey. In it, employees are asked whether they agree with the statement: "Everyone in this company is treated fairly - regardless of ethnic and cultural origin, gender, age, disability or other characteristics not related to work performance." Our target is an agreement rate of over 80 per cent by 2026.

Diversity Supervisory Board

The Supervisory Board of AURELIUS has a female quota of over 30%, although AURELIUS is not required to apply the statutory 30% female quota for the Board of Directors.