

Anti-discrimination

Appreciation & community instead of prejudice

Respect for human rights is at the heart of our sustainability strategy. As a core principle of our **Code of Conduct**, this applies to us and all players in our **supply chain**. For Luana, **Diversity, Equity & Inclusion (DEI)** is a central component of our corporate strategy and is firmly anchored in our culture of appreciation and community. Our goal is to create an environment of belonging in which equal opportunities are actively promoted in order to fully utilize the potential of our diverse workforce. We are convinced that diversity and an appreciative corporate culture are key success factors in a globally networked world. Different perspectives, cultures and ways of thinking enable us to meet the needs of an increasingly diverse customer base and our stakeholders with innovative and creative solutions. Through a variety of programs and training, we raise awareness of diversity and promote an inclusive work environment free from discrimination based on ethnic or social origin, skin color, gender, nationality, language, religion, physical or mental disability, gender identity, sexual orientation, health status, age, marital status, pregnancy and parenthood, union membership or political beliefs, as long as they are based on democratic principles.

Our “Culture & Values” competence team, known as the “**CultureClub team**”, is the **permanent point of contact** for all employees who have questions or problems relating to or disregarding our corporate values: sustainability, community, appreciation and integrity. Our employees can contact the team at culture@luana-group.com using this [link](#) (contact form) or by calling +49 40 2576747-48. All discussions are treated with the utmost confidentiality.

To ensure that there is no discrimination, we train all new employees and have them sign our code of conduct before they start work. We do the same with all the companies we work with. ■

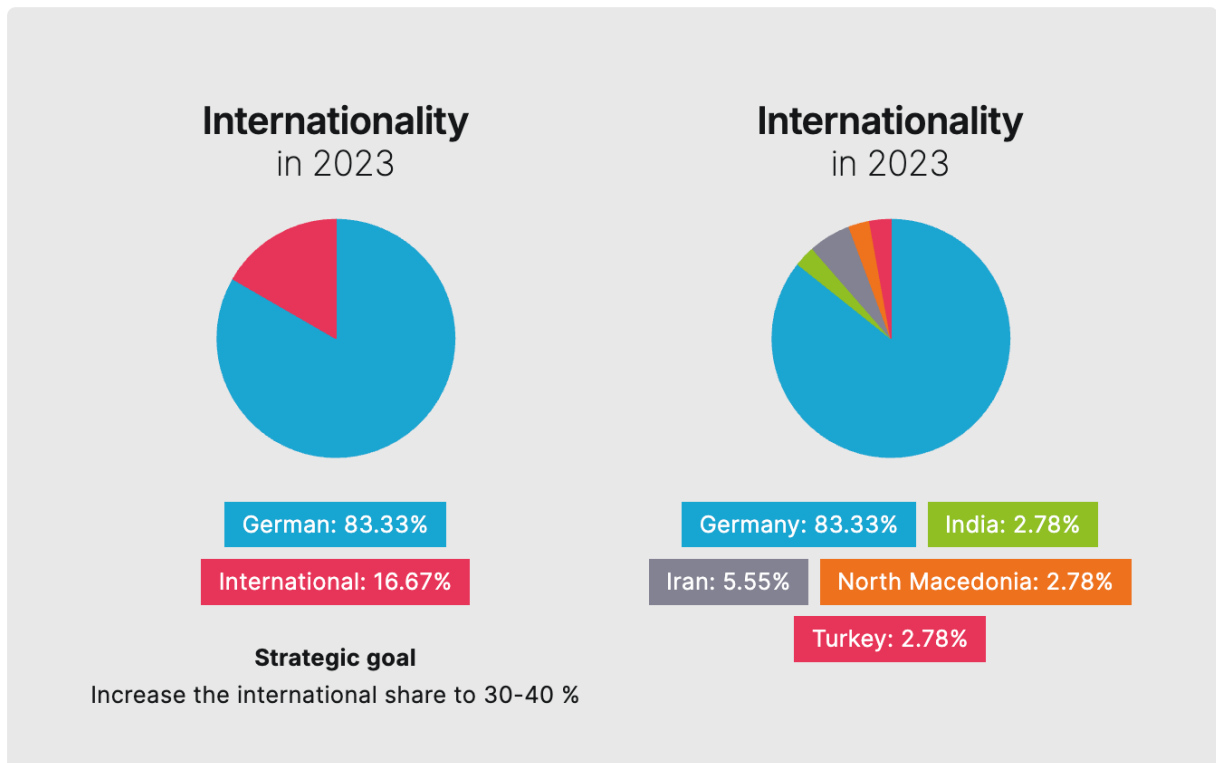


Image above: "Demographic company data of Luana AG for the period 1.1.-31.12.2023" © Luana AG, 2024