

## **Diversity and Inclusion: Supplier Diversity Addendum**

At DB Schenker we see Diversity as Diversity of Thought driven by a diverse set of perspectives, work and life experiences, ethnicity, gender, age, social origin, physical and mental abilities, sexual orientation and identity, religion and beyond. We believe our diverse workforce is a key enabler to foster creativity, champion innovation, and develop sustainable solutions for our customers. Our commitment to a diverse and inclusive workforce is defined by our global diversity and inclusion strategic framework: Shape, Belong, Impact and our gender diversity company targets. Our framework centers around initiatives that provide fair work opportunities, cultivate belonging and empower our employees to bring their authentic selves to work. With targeted female mentoring and development opportunities, global resource groups, unconscious bias trainings and global diversity campaigns, we shape an inclusive culture at work and leverage our collective diversity of thought.

As a global company it is our desire to engage with contractual working partners that share our value of diversity and actively work to promote inclusion within their own workforce. This is to ensure that:

- Our vision for diversity and inclusion is reflected in service design, delivery and review.
- Diverse community needs are reflected in service design, delivery and review.
- Contractors fulfil their own diversity and inclusion obligations as employers and service providers in respect to equality.

The Supplier shall, and shall procure that the Supplier Personnel, comply with any and all applicable anti-discrimination legislation. The Supplier will provide evidence on written request, of the Supplier's compliance with any and all applicable anti-discrimination legislation in provision of the Services (including in the Supplier's employment practices), in order to satisfy that the Supplier takes all reasonable steps to promote equality and diversity in provision of the Services and in the Supplier's work environment.

I hereby confirm alignment and understanding of the DB Schenker Diversity & Inclusion clause.

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Last Name, First Name

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Signature

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Location

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Date