



UNITED GROUP

DIVERSITY, EQUITY & INCLUSION POLICY

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1. INTRODUCTION

At United Group, we recognize that our greatest strength lies in the rich diversity of our employees, customers, and communities. We are committed to fostering an inclusive environment where every individual feels valued, respected, and empowered to contribute their unique perspectives and talents.

Our Diversity, Equity & Inclusion (DEI) policy is a reflection of our core values and a testament to our dedication to creating a workplace that celebrates diversity in all its forms. We believe that diversity drives innovation, enhances creativity, and fuels our collective success.

This policy serves as a roadmap for embedding DEI principles into every aspect of our organization, from recruitment and hiring practices to leadership development and employee engagement. By embracing diversity, promoting equity, and fostering inclusion, we not only strengthen our company culture but also build stronger connections with our customers and communities.

United Group is committed to continuous learning and improvement in our DEI efforts. We understand that achieving true inclusivity requires ongoing dialogue, collaboration, and a willingness to confront bias and systemic barriers. Through this policy, we affirm our pledge to cultivate a workplace where all individuals are treated with dignity and respect, regardless of race, ethnicity, gender, sexual orientation, disability, religion, age, or any other dimension of diversity.

Together, we strive to build a company where everyone has an equal opportunity to thrive, and where diversity is celebrated as a source of strength and innovation.

2. PURPOSE OF THE DOCUMENT

Our commitment to DEI is driven by our belief that a diverse and inclusive workplace is not only a moral imperative but also a strategic advantage. Through this policy, we aim to:

A. Define Diversity, Equity, and Inclusion:

Diversity: We define diversity as the range of human differences, including but not limited to race, ethnicity, gender, sexual orientation, disability, age, socioeconomic status, religion, and cultural background. Embracing diversity means recognizing, valuing, and celebrating the unique perspectives, experiences, and identities that each individual brings to our organization.

Equity: Equity involves ensuring fair treatment, access, opportunity, and advancement for all individuals, while striving to identify and eliminate barriers that have prevented the full participation of certain groups. We recognize that achieving equity may require the allocation of resources and the implementation of targeted strategies to address historical and systemic inequities.

Inclusion: Inclusion refers to creating a culture where every individual feels welcomed, respected, supported, and valued for who they are. It involves actively seeking out and valuing diverse perspectives, fostering a sense of belonging, and creating opportunities for all employees to contribute, grow, and thrive within the organization.



B. Foster a Culture of Belonging:

We are committed to creating an environment where every employee feels a sense of belonging, regardless of their background or identity. We recognize that fostering a culture of belonging requires intentional efforts to address bias, promote empathy and understanding, and cultivate an atmosphere of mutual respect and support.

C. Drive Innovation and Performance:

We believe that diversity drives innovation by bringing together individuals with different backgrounds, perspectives, and skills, leading to more creative solutions and better decision-making. By fostering an inclusive workplace where all voices are equally heard and valued, we not only enhance employee engagement and satisfaction but also drive improved business performance and results.

D. Promote Social Responsibility:

As a responsible corporate citizen, we recognize our role in promoting social justice and advancing equity both within our organization and in the communities where we operate. By championing diversity, equity, and inclusion, we contribute to building a more just and equitable society for all.

This Policy is regularly reviewed and updated to ensure its continued relevance, effectiveness, and alignment with evolving legal requirements, industry standards, and stakeholder expectations.

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3. APPLICABILITY

This Policy applies to you if you are an employee, director, board member, officer, contractor, agent, or representative of United Group B.V., its (in) direct shareholders up to Summer MidCo B.V., its (in) direct subsidiaries, affiliates, or joint ventures (together, “**United Group**”). All other policies and procedures related to this subject matter must be aligned with this Policy.

United Group is committed to working only with likeminded business partners who share the same ethical requirements, which are set out in detail in United Group’s **Supplier Code of Conduct** and reiterated in this Policy.

Any request for a waiver of this Policy must be submitted in writing to United Group Compliance Department at compliance@united.group and be properly documented.

4. GOVERNANCE, OVERSIGHT, ACCOUNTABILITY

The governance, oversight, and accountability of our DEI Policy are integral to our commitment to responsible business practice. United Group’s Board of Directors provides oversight and guidance on matters related to human rights and environmental sustainability. It reviews and approves this Policy,



sets the strategic direction for the organization, and monitors compliance with relevant laws, regulations, and standards.

The HR Director provides leadership and direction in ensuring the effective implementation of the DEI policy across the organization and update the Board of Directors about its implementation and performance. The HR Directors of United Group's operating companies shall cooperate with United Group's HR Director to assure that this Policy is enforced, and impactful actions are taken.

5. DEI COMMITMENTS

United Group is dedicated to advancing DEI throughout our organization, guided by internationally recognized principles such as those outlined in the United Nations Global Compact, the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, and the Universal Declaration of Human Rights. These principles underscore our commitment to promoting respect for human rights, eliminating discrimination, and fostering inclusive workplaces that embrace diversity and equity. In alignment with these principles, we have developed the following DEI Commitments:

5.1 Cultivating a Diverse Workforce

United Group actively recruits, retains, and promotes individuals from diverse backgrounds, ensuring that our workforce reflects the diverse communities where we operate. We are constantly enhancing our recruitment processes to ensure that they attract a diverse pool of candidates with complementary skills which amplify the quality of services provided by United Group. This includes leveraging diverse sourcing channels, eliminating bias from job descriptions, and implementing inclusive interview techniques that assess candidates based on skills, qualifications, and potential rather than unconscious biases and stereotypes. We are also committed to create pathways for career advancement that are accessible to all employees, regardless of their background or identity. This includes offering mentorship programs and leadership development initiatives that support the professional growth and advancement of underrepresented groups within our organization.

5.2 Respecting Freedom of Association and Collective Bargaining Rights

United Group upholds the fundamental rights of employees to freely associate, organize, and engage in collective bargaining. We respect the rights of employees to join trade unions or employee associations of their choosing, without fear of retaliation or discrimination. We are committed to engaging in constructive dialogue and negotiation with employee representatives to address workplace issues, improve working conditions, and promote fair labor practices.

5.3 Promoting Work-Life Balance

United Group recognizes the importance of work-life balance in supporting the well-being and productivity of our employees. In line with labor laws, we offer flexible work arrangements, such as remote work options, flexible hours, and compressed workweeks, to accommodate the diverse needs and responsibilities of our workforce. Additionally, we provide resources and support for managing workload effectively, setting boundaries, and prioritizing self-care. We believe that fostering a healthy balance between work and personal life leads to greater employee satisfaction, engagement, and overall



success. The overarching global commitment is reinforced by tailored plans and initiatives within our operations, where we adapt innovative models to organize work schedules according to the unique requirements of each country.

5.4 Eliminating Bias and Discrimination

United Group strives to create a workplace free from discrimination, harassment, and bias of any kind. We are committed to create an inclusive workplace culture where every employee feels free to express his/her opinion, valued, respected, and empowered to bring their authentic selves to work. This includes fostering open dialogue, promoting empathy, and understanding, and celebrating the diverse perspectives and contributions of our employees. To this end our training programs and policies raise awareness of unconscious biases and promote fair treatment for all. We encourage all employees to speak up and report any instances of harassment, discrimination, or bias they experience or witness. To facilitate this, we have established a confidential reporting channel, our [Integrity Hotline](#), where employees can raise concerns, even anonymously if they prefer. Additionally, we have implemented a [Protected Disclosure Policy](#) to ensure that employees feel protected from retaliation when reporting misconduct (See Section 7).

5.5 Promoting Inclusive Language

United Group is committed to using language that is respectful, inclusive, and free from bias. We encourage the use of gender-neutral and inclusive terminology in all communications, including job postings, internal documents, newsletters, official press release messages and any other external messaging and communication. By embracing inclusive language, we create a more welcoming and respectful environment for all individuals, regardless of their gender identity, race, ethnicity, age, or any other dimension of diversity.

5.6 Fostering Inclusive Leadership

At United Group, we empower leaders at all levels to champion diversity, equity, and inclusion in their teams and decision-making processes. We provide training and resources to equip leaders with the skills and knowledge needed to create inclusive environments where all voices are heard and valued.

5.7 Addressing Gender Pay Gap

We are committed to ensuring pay equity across all levels of the organization. We conduct regular reviews of our compensation practices to identify and address any disparities based on gender. Additionally, we implement measures to promote transparency and fairness in our pay structure, including salary benchmarking, job evaluation, and performance-based pay adjustments. We are dedicated to closing the gender pay gap and creating a more equitable workplace for all employees.

5.8 Providing Support & Resources

We commit to provide training and education programs to raise awareness of the importance of diversity and inclusion and to equip employees with the tools and skills needed to foster an inclusive work environment. This includes training on unconscious bias, cultural competence, allyship, and respectful communication. We commit to offer support and resources to employees, including mentorship

programs, affinity groups, and access to professional development opportunities so that all employees have the tools and support they need to succeed, regardless of their background or identity.

5.9 Promoting Disability Inclusion

We are dedicated to creating an inclusive workplace where individuals with disabilities are valued, supported, and provided with equal opportunities for employment and advancement. We strive to remove barriers to accessibility and accommodate the needs of employees with disabilities through reasonable accommodations and supportive policies and practices. Additionally, we actively recruit and retain individuals with disabilities, recognizing the valuable contributions they bring to our organization.

5.10 Engaging with External Stakeholders

United Group recognizes that our commitment to Diversity, Equity & Inclusion extends beyond our internal operations to encompass our relationships with other stakeholders, including customers, suppliers, shareholders, and the communities in which we operate. We are dedicated to fostering partnerships and collaboration with these stakeholders to advance our DEI goals and create positive social impact. Specifically:

- **Supplier Relationships:** We work closely with our suppliers to uphold DEI principles throughout our supply chain. Through our [Responsible Sourcing Policy](#) and [Supplier Code of Conduct](#), we hold our suppliers accountable for promoting diversity, non-discrimination, and equitable treatment within their own organizations.
- **Customer Engagement:** We engage with our customers to understand their diverse needs and preferences, ensuring that our products, services, and experiences are inclusive and accessible to all. We welcome feedback and input from customers on how we can better serve their diverse communities and promote greater equity and inclusion in our offerings.
- **Community Partnerships:** We collaborate with community organizations, non-profits, and advocacy groups to address systemic barriers to equity and inclusion and to support initiatives that promote social justice and equality. By working together with our communities, we strive to create positive change and build a more inclusive society for all.

6. SPEAKING OPENLY

We highly encourage you to raise concerns related to conflicts with the law, regulations, the Code of Business Conduct & Ethics, or United Group's policies, including this Policy.

As soon as an issue arises, or you become aware of it, you can report it using one of the following channels:

- emailing the Compliance Department at compliance@united.group;
- contacting the Compliance Department via the Integrity Helpline at unitedgroup.ethicspoint.com

For more details on your rights if you have reported a concern see the [Protected Disclosure Policy](#).



If you have doubts on how to implement this policy, you can contact the Compliance department at compliance@united.group which can offer additional online or face to face **training** in all aspects of this Policy.

7. CONSEQUENCES FOR VIOLATIONS

Violation of this Policy by employees or suppliers shall result in appropriate disciplinary action, up to and including termination of employment or contract termination, depending on the severity and frequency of the violation. Consequences may also include legal action and financial penalties, as deemed necessary.

8. TRANSPARENCY & ANNUAL REPORTING

We are committed to transparency and accountability in our efforts to uphold DEI standards. We believe in openly communicating our policies, practices, and performance to stakeholders and the public. We will regularly monitor and evaluate our progress toward our DEI goals, holding ourselves accountable for creating meaningful change for the current and next generations. We will collect data, track key metrics, and report transparently on our efforts to promote diversity, equity, and inclusion within our organization.

We produce an annual sustainability report that provides a comprehensive overview of our DEI initiatives, including our progress, challenges, and achievements.

To facilitate easy access to our annual reports and other relevant information, we maintain a dedicated page on our website where stakeholders can find comprehensive information about our human rights and environmental initiatives, including our annual reports, policies, and performance data. This dedicated page serves as a central hub for transparency and accountability, allowing stakeholders to access information easily and stay informed about our progress and activities.