



# Diversity & Inclusivity Manifest CM.com.

Welcome.

# Why CM.com believes in Diversity & Inclusion.

Our credo has been the same since 1999: “Do what you like, do what you’re good at, and contribute.”

To achieve that, we need a diverse group of people who feel the freedom to follow their passions. We believe in people that make the difference.

And that is exactly what our bright bunch of ambitious, caring colleagues do. Every day. Together. And this way, we can take on any challenge that comes our way.

## We make this happen by:

- Providing a pleasant and safe working environment that caters to everyone’s needs & wishes
- Setting a minimum of 50% female participation in traineeships
- Setting a minimum of 30% in Management Board, Executive Committee and Senior Management as further described in our D&I Policy
- Providing a diverse panel during application procedures
- Training all recruitment teams & leads with a bias training
- Stimulating all employees to think about & grow their career via Career Dialogues
- Collecting perspectives & feedback on an individual level via our annual employee surveys, and developing concrete steps based on the outcome
- Providing a mental well-being platform with qualified psychologists
- Formalizing internal applications via our Job Portal to eliminate via-via hiring
- Providing workshops to discover teams’ and individuals’ personality styles
- Stimulating the presence of a diverse team during (recruitment) events
- Every new employee participates in the “We Are CM.com” workshops
- Setting English as central language, providing English & Dutch courses for non-native speakers, respecting time zones, and leaving room for other countries’ languages & cultures

## As a result:

- We have colleagues from diverse nationalities and of many different ages, cultures, religious beliefs etc.
- Every colleague has an equal opportunity for personal recognition and career development.
- Men and women receive equal opportunities and equal pay.
- All CM.com leaders and employees are aware of the importance of a diverse and inclusive workforce and take accountability for an inclusive workplace.