

GROUP DIRECTIVE

# DIVERSITY & INCLUSION POLICY

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Contact Person	Director HR US
Purpose	Support diversity, inclusion, and equal opportunities for all employees
Application/ Target Group	all employees
Valid until	unlimited or until further notice
Classification	Public for all employees
Distributed to	All employees.
Reference documents	Sport Group Code of Conduct
Monitoring	Regional CEOs with direct report to the Global Board of Sport Group
Version	1.1
Signed off by/ on	Sport Group Global Board

PREVIOUS VERSIONS AND CHANGES

Version	Date	Author	Change
1.1	14.12.2022	HR, Compliance and ESG Teams	

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# DIVERSITY & INCLUSION POLICY

"Fair play on all level." Following this central statement of Sport Group's Code of Conduct, this Diversity & Inclusion Policy clearly states the motto: Fair play for everyone, irrespective of religion, sexual orientation, gender identity or expression, age, marital status, parenthood, disabilities, or other personal characteristics.

Equal opportunities for all employees and the prohibition of any form of discrimination is the policy within Sport Group. We are convinced that diversity and inclusion is a priority to continuously improve ourselves and to develop an even better and inclusive work environment. Being a role model for our business and the stakeholders we interact with, it is our social responsibility to promote and encourage diversity, equity, and inclusion. Thus, Sport Group and its legal entities are committed to fostering, cultivating, and preserving a culture of diversity, equality, and inclusion. We want to face each other with mutual appreciation, respect, and openness. This will also help us to be an attractive employer from internal as well as external perspective.

Our sizeable team is driven by the varied potential of all employees with their different origins and backgrounds. The collective sum of our employees' individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent is highly valuable for our culture, our reputation, and our achievements as a company. The diversity of personal characteristics, experiences and life realities fosters broad discussions and the exchange of best arguments, thereby encouraging self-reflection. This is our best chance to go beyond individual perspectives and find the most innovative processes and creative solutions. Through controversial, respectful, and fair discussion we are convinced to avoid organizational blindness and achieve the best results. We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, and other characteristics that make our employees unique (e.g., veteran status in the US).

Sport Group's initiatives on diversity and inclusion, as well as the particular attention to diversity- and inclusion-related topics are applicable - but not limited - to the following aspects of our business practices, processes, and policies:

- recruitment and selection
- compensation and benefits
- professional development and training
- promotions
- transfers
- social and recreational programs
- layoffs
- terminations

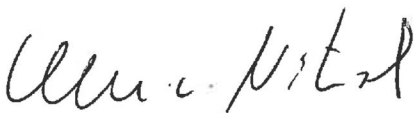
The ongoing development of a work environment built on the values of diversity, equity, and inclusion encourages and enforces (among others):

- Respectful communication and cooperation between all employees
- Teamwork and employee participation which allows for the representation of all employee perspectives.
- Work-life balance through flexible work schedules to accommodate employees' varying needs (where possible from a company's perspective)  
Employer and employee contributions to the communities we serve to promote a greater understanding of and respect for diversity and inclusion
- The responsibility of every Sport Group employee to treat others with dignity and respect at any time
- That all employees exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events
- That all employees are invited to attend and complete annual diversity awareness training to enhance their knowledge which is necessary to act responsibly
- The integration of aspects of diversity and inclusion into processes and management tools contributing to a state-of-the-art organizational development

Sport Group is committed to install measurements to prevent discrimination and mechanisms to react on such, if necessary.

Any employee found to have exhibited any inappropriate conduct or behavior against others for reasons that counteract our principles of diversity, equity and inclusion may be subject to disciplinary action.

Employees who believe they have been subject to any kind of harassment or discrimination that conflicts with the values captured in the company's Diversity & Inclusion Policy or related documents are encouraged to seek direct assistance from a supervisor, the compliance team, or an HR representative. Employees are encouraged to use Sport Group's global whistleblowing system "SPEAK UP" to report incidents in good faith via the following link: [https://report-securely.eu/whistle/#/mainpage/icm54801/sport\\_group\\_holding\\_ambh](https://report-securely.eu/whistle/#/mainpage/icm54801/sport_group_holding_ambh). Anyone who is reporting information in good faith will not suffer any disadvantages. Retaliation or similar pressure against employees will not be tolerated.



Christoph von Nitzsch  
CEO, Sport Group



Mathias Schwägerl  
CFO, Sport Group



Dr. Klaus Hauschulte  
COO, Sport Group

## SPORT GROUP COMPANIES

Sport Group policies apply to employees of all Sport Group companies, including but not limited to:

### GLOBAL

- **Sport Group Holding GmbH**, Burgheim, Germany

### AMERICAS

- **APT Advanced Polymer Technology Corp.**, Harmony, USA
- **AstroTurf Corp.**, Dalton, (GA), USA
- **Synthetic Turf Resources Corp.**, Dalton, USA

### ASIA PACIFIC

- **APT Asia Pacific Pty. Ltd.**, Dandenong South, Australia
- **Fairmont Industries Sdn Bhd**, Klang, Malaysia
- **Polytan Asia (HK) Ltd.**, Hong Kong
- **Polytan Asia Pacific Pty. Ltd.**, Dandenong, Australia
- **Polytan NZ Ltd.**, Auckland, New Zealand
- **Sports Building Material Trading (Shanghai) Ltd.**, Shanghai, China (Polytan China)
- **Sports Technology International (Asia) Ltd.**, Hong Kong

### EMEA

- **FormaTurf GmbH**, Essen, Germany
- **Melos GmbH**, Melle, Germany
- **Moller GmbH**, Krailling, Germany
- **Polytan France Enterprises SAS**, Amiens, France
- **Polytan France SAS**, Amiens, France
- **Polytan GmbH**, Burgheim, Germany
- **Polytan Service GmbH**, Burgheim, Germany
- **Polytex Sportbelage Produktions-GmbH**, Grefrath, Germany
- **Unirubber Sp. zo. o.**, Wegliniec, Poland