


<b>COMPLIANCE MANAGEMENT</b>		 <b>alimex</b> <sup>®</sup> PRECISION IN ALUMINIUM
Statement on	<b>CM 8.0-01</b>	
Gender equality	Page 1 of 2	March 2025

## Statement

### Gender equality

#### Commitment to gender equality in our company

Gender equality is not only a question of justice, but also an important factor for the sustainable development of companies and society. As a medium-sized aluminium machining and processing company with 160 employees, we are actively committed to equal opportunities.

alimex pursues the goal of empowering women in all areas of the company and at all hierarchical levels. We are convinced that a diverse and inclusive corporate culture contributes to long-term competitiveness. Within the scope of our possibilities, we utilise our position to promote gender equality not only internally, but also along our entire supply chain.

We support the Women's Empowerment Principles (WEPs), which were developed by UN Women and the UN Global Compact. These principles are based on international labour and human rights standards and contribute to the achievement of the global sustainability goals of the United Nations 2030 Agenda. They include equal pay for equal work, the targeted advancement of women and a zero-tolerance policy towards discrimination.

#### Our commitment to gender equality

We are guided by the seven principles of the Women's Empowerment Principles and consistently implement them in our company:


##### 1. Management culture for equality:

We create a corporate culture that promotes and actively exemplifies equal opportunities.

##### 2. Fair treatment:

We treat all employees fairly, respect human rights and combat all forms of discrimination.

Person responsible for changes:	Compliance Officer	RER
Process owner:	CEO	PGR
Publication by:	QM	AJO

<b>COMPLIANCE MANAGEMENT</b>		
Statement on	<b>CM 8.0-01</b>	
Gender equality	Page 2 of 2	March 2025

### 3. Safety and well-being:

We ensure that the health, safety and well-being of our employees are guaranteed.

### 4. Training and development:

We specifically promote the professional development of women through further training and qualification measures.

### 5. Support for women in the supply chain:

We strengthen the role of women in our supply chain and ensure respect and dignity in all business activities.

### 6. Community initiatives:

We actively promote gender equality in the industry and support relevant networks and initiatives.

### 7. Measurement of progress:

We regularly measure and document our progress on gender equality to ensure continuous improvement.

alimex is determined not only to live these values internally, but also to actively promote them in the industry. We are convinced that promoting diversity and equality makes us stronger, more innovative and more successful.

Willich, 06.03.2025



Dr. Philip Grothe (CEO)

Person responsible for changes:	Compliance Officer	RER
Process owner:	CEO	PGR
Publication by:	QM	AJO