



# Diversity & Inclusion („D&I“) Policy

## Our Values

We consider the **diversity** of our employees, clients, and partners to be a crucial factor in fulfilling the Kaiser Partner Wealth Advisors' "Responsibility in Wealth" promise. This diversity defines our culture and ultimately contributes to the innovation that underpins our Group's long-term success, which ensures that our employees, clients, and all other stakeholders reap the benefits of this diversity over the long term.

In keeping with these values, we promote and demand an **inclusive culture** in which the many different facets of personalities, such as ethnicity, physical and mental condition, sexual orientation and gender identity (LGBTQIA+), age, religion, and ethics, of all our employees are not merely accepted, but our diverse personality traits are considered an asset to the Group. We do not impose quotas. Instead, we provide equal opportunities for all. Our requirements are not limited to directly (financially) measurable performances. Instead, they take a holistic view of the contribution to our long-term, value-based corporate development.

We strive to preserve and promote these values and we expect all employees, especially those with management responsibility, to behave in a manner consistent with these values in all their interactions with each other as well as with clients and third parties. We see ourselves as a learning organization that strives to achieve continuous improvement.

This policy sets forth principles for conduct within the organization (particularly between employees and between managers and employees), which are directly based on our values.

## Behavior within the Organization

Decisions in the Kaiser Partner Privatbank AG are generally reached based on declared values. In order to ensure that the organization's inclusion principles are mandatory, all employees and, in particular, managers are called to account for compliance with them.



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### a) Requirements for the Organization

1. We have a fair promotion process
2. We are confident that we will receive fair performance reviews
3. There are safe channels for employees to voice their complaints (HR's Diversity Office serves as a point of contact, see below)
4. The development of each employee is a top priority
5. We value our employees' ability to maintain a work-life balance
6. Management clearly believes that considering input from different roles, ranks, and functions improves problem-solving

### b) Requirements for All Employees

1. We emphasize the importance of not only learning from our success, but also from our mistakes
2. We carve out the space necessary for authentic discussions about our approach
3. We follow strict standards for listening in order to understand and not to criticize
4. We are committed to ensuring effective conflict management
5. We pay attention to how the nonverbal aspects of communication affect us
6. We strive not to avoid differences; instead and we openly address differences of opinion
7. We ask others what they know, how they think, or how they feel, especially if they hold a different point of view



8. We recognize and embrace that our identities and backgrounds affect the way we perceive things
9. Our employees are valued for their personalities as well as for the work they do
10. Employees frequently share ideas and learn from each other as people
11. We actively seek out the contribution of our employees
12. Everyone's ideas on how to do things better are taken into serious consideration
13. We focus on joint results and success

#### **c) Special Requirements for Managers**

1. We solicit feedback regarding decisions that will affect us (before they are made)
2. We proactively communicate decisions and their underlying considerations
3. We do not claim to know all the answers
4. We ensure that employees feel comfortable expressing their perspectives, even if they are different from those of the manager
5. We take the time to engage in authentic conversations with others
6. We value the unique talents that individual employees offer
7. We make sure that we do not favor some group members over others
8. We encourage people to share personal experiences by doing so ourselves
9. We consistently demonstrate deep respect and appreciation for others
10. We look at failures that result from taking risks as opportunities for positive learning
11. We help our employees realize that all of us, no matter our backgrounds, can potentially provide an important source of insight and skills for each other

#### **Diversity Office**

Our HR department maintains a Diversity Office, which is available to all employees for any and all issues related to our policy or inclusivity in general.