

**Independent Financial Research,
Rating, Data & Advisory**

CFS Policiy di diversità ed inclusione



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1. INTRODUCTION

At CFS Rating, we believe that our people are our greatest asset. We are committed to creating a diverse, equitable, and inclusive workplace where everyone feels welcome and valued.

We define diversity as the range of differences that exist among our people, such as gender, age, culture, nationality, ethnicity, physical abilities, political and religious beliefs, sexual orientation, and other attributes. Equity is about ensuring that everyone has the same opportunities, regardless of their background. Inclusion is about creating a workplace where everyone feels welcome and valued, and where their differences are respected.

We believe that DE&I is essential for our success as a company. A diverse workforce brings a variety of perspectives and experiences to the table, which helps us to be more innovative and better positioned to serve our customers. A more equitable and inclusive workplace also creates a more positive and productive work environment for everyone.

Our Diversity, Equity & Inclusion Policy (the "Policy") outlines our commitment to DE&I. The Policy includes our ambitions, our approach, and our focus areas. It is the foundation for our DE&I management and leadership throughout the company.

We are committed to making CFS Rating a more diverse, equitable, and inclusive workplace. We believe that this is the best way to ensure our success as a company and to create a better future for everyone.

2. SCOPE

This policy applies to all employees in CFS Rating.

3. OUR ASPIRATION

CFS Rating's DE&I strategy is built on four pillars:

- Business priority: The company believes that DE&I is essential for its success. A diverse workforce brings a variety of perspectives and experiences to the table, which helps the company to be more innovative and better positioned to serve its customers.
- Diverse representation: The company wants to create a workforce that is representative of the communities it serves. It is committed to promoting DE&I in its recruitment, hiring, and selection processes.



- Equity: The company believes that everyone should have the same opportunities to succeed, regardless of their background. It is committed to eliminating unconscious bias and creating a fair and transparent workplace.
- Inclusive culture: The company believes that everyone should feel welcome and valued in the workplace. It is committed to creating a culture where everyone can be their authentic self and contribute to their full potential.

These four pillars guide the company's approach to DE&I and help to ensure that it is integrated into all aspects of its business. The company is committed to making progress on its DE&I goals and to creating a more diverse, equitable, and inclusive workplace for all.

4. BUSINESS PRIORITY

At CFS Rating, we believe that diversity, equity, and inclusion (DE&I) is essential for our success. We are committed to creating a more diverse, equitable, and inclusive workplace for all.

Our DE&I agenda is led by our leaders, and we hold ourselves accountable for our progress. We measure our progress on a continuous basis to ensure that our organization stays agile, engaged, and prepared for future growth.

5. DIVERSE REPRESENTATION

We are committed to attracting, developing, and retaining a diverse workforce. We believe that a diverse workforce is essential for our success, as it brings a variety of perspectives and experiences to the table. This helps us to be more innovative and better positioned to serve our customers.

DE&I must be a natural element of any recruitment, hiring, or selection activity in CFS Rating. We aim to make it visible in all our job ads, selection criteria, and employer branding activities.

We try to de-bias job descriptions, screening, and the decision-making processes. We train our HR professionals and managers in unconscious bias to prevent biased decisions and recommendations.

6. EQUITY

At CFS Rating, we believe that diversity is a competitive advantage. We want to attract, develop, and retain a diverse workforce because we believe that different perspectives and experiences lead to better decision-making and innovation.

We also believe that everyone deserves to be treated fairly and with respect, regardless of their social identity. We have zero tolerance for harassment or discrimination, and we will take swift action against anyone who violates our policies.

We are committed to creating a fair and transparent workplace for all. We regularly review our workplace policies and practices to ensure that they are aligned with our values. We also aim to provide training to our employees on unconscious bias and harassment prevention.

We believe that a diverse and inclusive workplace is essential for our success. We are committed to creating a workplace where everyone feels welcome, valued, and respected.

7. INCLUSIVE CULTURE

Inclusion is a powerful force that can drive innovation and growth. When everyone feels welcome, valued, and respected, they are more likely to be creative and inspired. At CFS Rating, we are committed to inclusive leadership. We believe that our leaders should create a workplace where everyone can be their best, professionally and personally.

To achieve this, we will integrate core elements like unconscious bias and inclusive leadership trainings into our leadership development offerings and leadership framework. We will also promote inclusive leadership role models and hire for inclusive behavior.

We believe that inclusive leadership is essential for our success. By creating a workplace where everyone feels included, we can unleash the full potential of our people and create a more innovative and successful company.

8. OUR COMMITMENTS

Based on our diversity, equity, and inclusion (DE&I) aspirations and the four pillars, we have defined a set of internal commitments. These commitments will help us to make informed decisions, raise awareness, and stay focused on our goals. We will review and update these commitments annually to ensure that they are effective and that we are continuously improving.

The measures we take will evolve over time to reflect the maturity of our culture and our progress towards becoming a more diverse and inclusive workplace. We are committed to raising the bar and ensuring that we are always striving to be the best we can be.

9. OUR APPROACH

CFS Rating is taking a programmatic and leader-led approach to diversity, equity, and inclusion (DE&I). We are committed to attracting a diverse workforce, eliminating barriers to advancement, and creating an inclusive work environment.

Our DE&I priorities are reflected in our key people processes, such as recruitment, hiring, talent management, performance reviews, development, succession planning, and culture. We plan to monitor our progress annually through an internal DE&I survey and a triennial DE&I Maturity Assessment.

We are committed to continuous improvement and raising the bar in DE&I. We are confident that by taking a programmatic and leader-led approach, we can create a more diverse, equitable, and inclusive workplace for everyone.

10. SUPERVISORY BOARD

The Leaders Board of CFS Rating is committed to having a diverse and inclusive membership. We believe that diversity of experience, culture, international experience, and gender is essential for making sound decisions and ensuring that the board is representative of the company's stakeholders.



We are confident that by having a diverse and inclusive board, we can make better decisions, better represent the interests of our stakeholders, and better position the company for success in the years to come.