

Nets Diversity and Inclusion Policy



1. Purpose

Nets is an international payments company connecting consumers, companies, and financial institutions across Europe. We play an important role in shaping a new digital reality based on stability, security and responsible innovation. We recognise the social, environmental and economic impact that we have, and we consider it our responsibility to ensure sound business practises throughout our value chain in the countries we operate in. As signatory to the UN Global Compact we work to implement the ten principles across our business.

Nets is committed to creating a highly inclusive culture for all current and future employees. We believe that creating a diverse and inclusive company is the right thing to do, will attract and retain the best international talent, and will deliver improved commercial results.

We aim to be an inclusive environment and an attractive employer that offers opportunities for international talent regardless of age, disability, sex, gender identity, marital status, pregnancy and maternity, race, religion or belief, or sexual orientation.

2. Commitments

To support our commitment to a highly inclusive culture:

- We will offer opportunities based on talent and merit, breaking down barriers to inclusion for under-represented groups
- We will not unfairly discriminate based on age, disability, sex, gender identity, marital status, pregnancy and maternity, race, religion or belief, sexual orientation or any other characteristic not relevant to the delivery of the role.
- We will oppose and avoid all forms of unlawful discrimination including in relation to pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leaves, requests for flexible working, selection for employment or promotion, training or other developmental opportunities.
- We oppose discrimination whether it is direct, indirect, perceptible, victimisation or harassment.
- We will foster a workplace that makes it easy for people from diverse backgrounds to be accepted and where employees can bring their whole self to work
- We will meet or exceed all diversity and non-discrimination laws and requirements in the markets in which we operate.
- We are committed to making sure that all our suppliers and business partners also respect and adhere to principles of diversity and inclusion.

3. Scope and application

This policy covers management, employees, candidates, and contract workers of all Nets Group entities. Commercial and delivery partners must comply with the requirements laid out in our Supplier Code of Conduct

4. Responsibilities of employees

All employees must conduct themselves in accordance with this policy when undertaking their roles or representing Nets in order to help us provide equal opportunities in employment, and prevent bullying, harassment, victimisation or unlawful discrimination.

All employees must:

- Read and familiarise themselves with this Diversity and Inclusion policy and associated training material
- Commit, through completion of training, to developing an inclusive culture where all colleagues feel accepted and comfortable at work
- Speak up when they see or experience any form of behaviour that is outside the policy and our values
- Take seriously any complaints of bullying, harassment, victimisation or unlawful discrimination.
- Understand they and the Group can be held liable for acts of bullying, harassment, victimisation or unlawful discrimination.

Complaint reporting

- Report any complaint to
 - Your manager, if possible
 - HR (either through your local HR Business Partner or go to 'Ask HR' on IntraNets and find your local area)
 - A member of the D&I Board [Diversity & Inclusion \(sharepoint.com\)](https://sharepoint.com)
 - You can seek support from your union rep or shop steward, if they are present in your market. Check IntraNets for details.
 - To report serious violations or misconduct that may influence the Nets Group as a whole or the life or health of individuals, you can use the external whistleblowing mechanism. This varies by country- check IntraNets.

5. Governance

This policy is owned by the Diversity & Inclusion Board (The D&I Board) acting on mandate of the ExCo and the Board of Directors of Subsidiary Companies and is the main advisory body of the Nets Group on matters of D&I. The D&I Board will report on a regular basis. The D&I Board is chaired and sponsored by the Nets Group CEO.

6. Accountability and Success Measures

The D&I Board will secure accountability throughout the organisation to deliver on the D&I initiatives and measure progress against agreed D&I targets. This will include:

- Responsibilities of key leaders (e.g. Country Directors)
- Measures of success (e.g. targets and KPIs)

We will review our employment and management practices when necessary to ensure fairness and take account of best practice as well as updating them and this policy to take account of changes in the law.

Our monitoring and evaluation will also include assessing how this policy and any supporting action are working in practice, reviewing them annually and considering and taking action to address any issues.

7. Communication and transparency

Nets' Diversity and Inclusion policy is publicly available at [nets.eu](https://www.nets.eu), and the same applies for the targets set as part of the policy.

Nets will report on the progress with activities and results set out to implement this policy as part of the annual sustainability report.