

WIEHAG GmbH Equality & Diversity Policy

The HR policies provided herein have been prepared by WIEHAG GmbH's management team and are reviewed periodically in the context of the overall company strategy. They are also continuously adapted to reflect social and economic conditions.

Each manager defines the following three principles based on personnel assessment:

1. **Balanced Recruitment**

WIEHAG GmbH is proud of their 160-year record in the timber construction industry, which traditionally has been a male dominated sector. In the past twenty years however, WIEHAG GmbH has grown from a rurally based timber construction company, with headquarters in Upper Austria, to an internationally oriented organization. Whilst the majority of staff has strong regional ties, they have developed a high degree of openness to the world through the requirements of their work. Approximately 20 % of our workforce comes from outside Austria, and represent nine nations.

In our personnel recruitment and selection process, we pay particular attention to promoting gender diversity in technical career fields. We also focus on increased training of skilled women workers in otherwise male-dominated positions and professions. We are continuously monitoring and modifying recruitment to reflect diversity requirements. Our current female staff share constitutes approximately 10% and is continuously adapted to meet changing requirements. We regularly review the progress of our diversity-development in order to make appropriate adjustments.

2. **Development Orientation**

In our internal staff development, we emphasize openness and tolerance and this is consistently reflected in our multicultural teams and overall priorities.

The WIEHAG GmbH Academy aims to provide relevant workshops related to diversity training topics (communication, conflict management, leadership training, language training and intercultural competence).

3. **Diversity**

As part of our overall internationalization strategy in European and Middle Eastern markets, WIEHAG GmbH understands the importance of educating all company stakeholders in matters of diversity related to culture, language and integration. WIEHAG GmbH is committed to investing in appropriate measures to meet these ends.

WIEHAG GmbH is dedicated to fulfilling these HR objectives as part of its obligation to the highest standards of quality and customer satisfaction.

This statement represents our general position on equality & diversity issues, and the policies and practices we will apply in conducting our business.

Altheim, 18th of January 2018



Dr. Erich Wiesner

CEO WIEHAG Holding GmbH, WIEHAG GmbH and Director WIEHAG UK LTD