

We commit to Diversity



RHI Magnesita's Diversity Charter

This charter is driven by our commitment to contribute to a better, more diverse, and inclusive world, starting with ourselves.

We believe that diversity of thought and experience can contribute to meaningful change within our company and foster sustainable growth.

As a participant in the UN Global Compact, we consider diversity to be a fundamental pillar of our sustainability strategy.

Our goal is to make sure that RHI Magnesita is the employer of choice where everyone feels valued, engaged, and can enjoy a truly inclusive culture.



 **Our Understanding**
We at RHI Magnesita believe that...



...diversity has many different aspects, like gender, religion, education, ethnicity, nationality, disability, sexual orientation, personality, etc. All of these contribute to unique individual perspectives and therefore to the organization's innovative and creative thinking.



...inclusion is the process of allowing diversity to thrive inside a company and to have measures that empower individuals to reach their full potential and to foster a sense of belonging. Embracing diversity is about using it as a competitive advantage for the company and providing the best service to our customers. In addition, we simply believe it's the right thing to do.

Our Priorities
We at RHI Magnesita focus on...



...gender equality, which refers to all genders having the same rights, opportunities, and resources. It is about acknowledging, appreciating, and valuing the distinctions between them. In heavy industry, we especially see it as our responsibility to attract the best candidates for every position, regardless of gender.





...international representation, which means including people from different national, cultural, and ethnic backgrounds in teams and roles, and providing every person the same opportunities for visibility. For an international company like RHI Magnesita, it is important to have a leadership team in which all business regions are represented.





...generation management, which refers to the practice of allowing people of all ages an equal and fair chance to be hired at different positions. RHI Magnesita focuses on developing young leaders and retaining more experienced colleagues as long as possible.


Our Statement We at RHI Magnesita commit:


 **We** aim to build a highly diverse organization where everyone feels welcome and valued, regardless of gender, age, nationality, ethnicity, religion, disability, sexuality, or any other differences.

 **We** should practice full transparency. The more people are aware and engaged in the discussions, the more diversity and inclusion within our organization will be enhanced.


 **We** should actively work towards making employment opportunities with the company attractive to persons of all genders, allowing us to fit the best candidate possible in each role — regardless of gender.


 **We** believe that richness in international representation can increase accessibility to new and diverse customer markets and establish best-in-class customer service worldwide.


 **We** adhere to the idea that employees from all different age groups are an asset to the company. A multigenerational workforce can benefit from exchanging their unique experience and knowledge.

 **We** acknowledge that besides demographic diversity, cognitive diversity is essential to improve business outcomes as it is a foundation for innovation and creativity.

 **We** promote a corporate culture where people treat each other with mutual respect. Indeed, having a corporate culture that fosters openness can ensure a friendly business environment.

 **We** have zero-tolerance against bias, bullying, microaggression, discrimination, and any kind of assault or violence.

 **We** strive to be the forerunners and a role model in the industry by successfully streamlining diversity measures in our culture and business activities to ensure sustainable performance outcomes.

 **We** treat our external business partners such as customers and suppliers in the same open-minded and inclusive way.



We at RHI Magnesita uphold that...

...this charter applies to all employees, regardless of their position or type of employment. It should be used as a guiding note to remind us of our duties and responsibilities in our business interactions and to align them with the purpose of this charter.

Hereby, we, the employees of RHI Magnesita, acknowledge and stand by the company's diversity position and principles.

Stefan Borgas
Chief Executive Officer

Luis Bittencourt
Chief Technology Officer

Ian Botha
Chief Financial Officer

Gustavo Franco
Chief Sales Officer

Rajah Jayendran
Chief Operations Officer

Ticiana Kobel
Executive VP Legal, Corporate
Communications & Purchasing

Simone Oremovic
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Constantin Beelitz
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Marco Olszewsky
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China & East Asia

Craig Powell
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Parmod Sagar
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