

Advantech Europe B.V.

Anti-Discrimination and

Anti-Harassment

Statement

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Purpose

Advantech Europe B.V. and its subsidiaries (collectively, "Advantech") are committed to fostering an inclusive and diverse environment that respects the rights and dignity of every individual. We firmly oppose all forms of discrimination and harassment and are dedicated to creating a workplace, community, and business environment that is free from discrimination based on race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity, or any other protected characteristic under applicable law.

Scope

This statement is aligned with the UN Guiding Principles on Business and Human Rights, the provisions of this Statement are derived from key international human rights standards including the UN Declaration of Human Rights, Social Policy of the UN International Labor Organization (ILO) and the principles laid down in the OECD Guidelines for Multinational Enterprises. This policy is aligned with [Advantech Global policy](#) and [Values](#).

I. Statement Principles

a) Anti-discrimination

Advantech does not tolerate any form of discrimination. Discrimination includes discrimination, harassment, or unequal treatment based on place of birth, race, skin color, age, gender, sexual orientation, gender identity and expression, race, class, nationality, disability, medical history, religious belief, political affiliation, and any other condition protected by applicable law.

b) Equal Opportunities

All individuals associated with Advantech, including employees, clients, suppliers, and partners, will be treated fairly and provided with equal opportunities regardless of their background.

c) Diversity and Inclusion

We celebrate diversity and actively promote an inclusive culture that values and embraces the unique perspectives, experiences, and contributions of individuals from all backgrounds.

d) Zero Tolerance for Discrimination

Discrimination, harassment, and any form of unfair treatment will not be tolerated. We are committed to investigating and addressing any complaints promptly and impartially.

e) Responsibility

All employees, contractors, and partners are expected to contribute to the creation of a discrimination-free environment. Any discriminatory behavior should be reported promptly via Reporting channel.

Advantech Poland: [FaceUp Poland](#)

Advantech Germany: [Hinweisgeberexperte](#)

Advantech Europe: Trusted Adviser Chrisje Klinkhamer (chrisje.klinkhamer@advantech.nl)

f) Compliance

Advantech is committed to complying with all applicable anti-discrimination laws and regulations. We continuously assess and update our policies and practices to ensure alignment with the latest legal requirements. We report on numbers and capture on our learnings on a regular basis.

g) Education and Awareness

We provide ongoing education and awareness programs to ensure that all individuals associated with Advantech understand the importance of anti-discrimination principles and their role in fostering a respectful and inclusive environment.

h) Anti-Harassment

Advantech is committed to providing a workplace free from harassment and has adopted a zero-tolerance policy for any form of workplace harassment.

Harassment is when someone engages in conduct in the workplace that causes or may cause alarm or distress to others. Such conduct may violate another's dignity or create an unfavorable work environment for the victim. Harassment comes in various forms. Behavior that is considered harassment includes, but is not limited to:

- Threatening or intimidating behavior
- Humiliating or demeaning others
- Abusive/insulting language, comments, or other non-verbal body gestures
- Bullying or cyberbullying

- Physical contact, such as aggression or malicious touching or stalking behavior

i) Sexual harassment prevention

In order to maintain an equal and respectful gender-harmonious working environment, Advantech has established relevant handling procedures for sexual harassment prevention. Sexual harassment constitutes sexual or gender-related conduct against another person against their will.

For details, please refer to the Guidelines for [Guidelines for Handling Complaint and Punishment of Workplace Sexual Harassment](#).

j) Implementation and Handling Procedures

In addition to announcing this policy internally, Advantech also regularly organizes anti-discrimination and anti-harassment education and training, so that employees can understand the requirements for anti-discrimination and anti-harassment in the workplace, and how to protect their own rights to ensure the implementation of this policy.

In order to eliminate discrimination and harassment in the workplace, Advantech has established channels for reporting and complaints:

Advantech Poland: [FaceUp Poland](#)

Advantech Germany: [Hinweisgeberexperte](#)

Advantech Europe: Trusted Adviser Chrisje Klinkhamer (chrisje.klinkhamer@advantech.nl)

All Advantech colleagues can raise issues of discrimination and harassment in the workplace through these channels and freely express their comments and opinions. Advantech will maintain confidentiality in respect to the whistleblower or complainant and to the content of the report and take appropriate protective measures according to law to protect the personal information and privacy of the whistleblower or the complainant to avoid unfair retaliation, disciplinary action, or disadvantageous action. Advantech will take seriously any issues of discrimination and harassment reported by members, and shall enable effective solutions for such issues.

k) Review and Update

This Anti-Discrimination and Anti-Harassment Statement will be reviewed periodically to ensure its relevance and effectiveness. Changes and updates will be communicated to all relevant stakeholders.



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Policies and Procedures

Date: 09/04/2025

Signature:



Rosé van Velzen

CM&D Director Europe

Advantech Europe, B.V.