

Anti-Discrimination
Policy

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There is great potential in the diversity of our employees. That is why Instone Real Estate employs people with different backgrounds and experience out of conviction. All employees are called upon to create an atmosphere of respectful togetherness and to resolutely oppose discrimination based on race or ethnic origin, nationality, gender, religion or belief, disability, age or sexual identity.

At Instone, it is also a matter of course not to discriminate against anyone based on their religion, worldview, age, sexual orientation or disability. In 2020, no incidents of discrimination were reported in accordance with the General Equal Treatment Act.

To underline this, we express and commit to ensure in particular to the following conventions, which we take as a yardstick for our actions and to which we expressly acknowledge:

- Universal Declaration of Human Rights
- Diversity Charter
- International Labor Standards of the International Labor Organization (ILO), especially with regard to anti-discrimination and equal opportunities in the company and in its entire value chain.

Gender Pay Ratio

When it comes to remuneration, too, we strive for equal rights in terms of the basic salary. In the future, we will include age, experience, function and training for transparency and the development of the gender pay ratio in order to confirm our commitment.