



**INCLUSION**

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**ZALANDO**

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MARCH - 2017

## WHY INCLUSION MATTERS?

### **WE ALL ARE DIVERSE.**

We all have seen and unseen characteristics and experiences that make us unique.

### **INCLUSION CREATES A CULTURE RESPECTING THESE DIFFERENCES.**

An inclusive culture allows us to have a voice, do our best work & bring our unique experiences to life.

With an open, inclusive culture where everyone feels respected and valued, we will be more engaged and innovative, which will lead to stronger business results.



# ZALANDO'S INCLUSION PROMISE

## WE AIM TO

have an open & creative culture for the good of all

## WE WORK ON

igniting our inclusive culture to leverage our diversity & drive innovation

## WE WILL NOT

tolerate discrimination of any kind

## WE WILL

take actions against employees who discriminate colleagues or third parties, including formal warnings, changes to the team, relocation or even termination of an offender's employment contract.





## INCLUSION NEEDS TO BE CHAMPIONED

### **If you witness and/or are affected by discrimination, take action!**

Different options are available to enable you to champion our inclusive work environment at Zalando.

#### **Talk to the person.**

Make him or her aware of the situation and that Zalando won't tolerate that behavior.

#### **Talk to your leader or P&O Business Partner.**

If you aren't comfortable addressing the offender directly, ask your leader or Business Partner for support.

#### **Use the Ask & Tell site.**

You can use the Ask & Tell form on the [Intranet](#).

#### **Contact Team Governance, Risk & Compliance.**

You can e-mail [compliance@zalando.de](mailto:compliance@zalando.de).

#### **Give notice anonymously.**

You can write to [anonymous@zalando.de](mailto:anonymous@zalando.de).



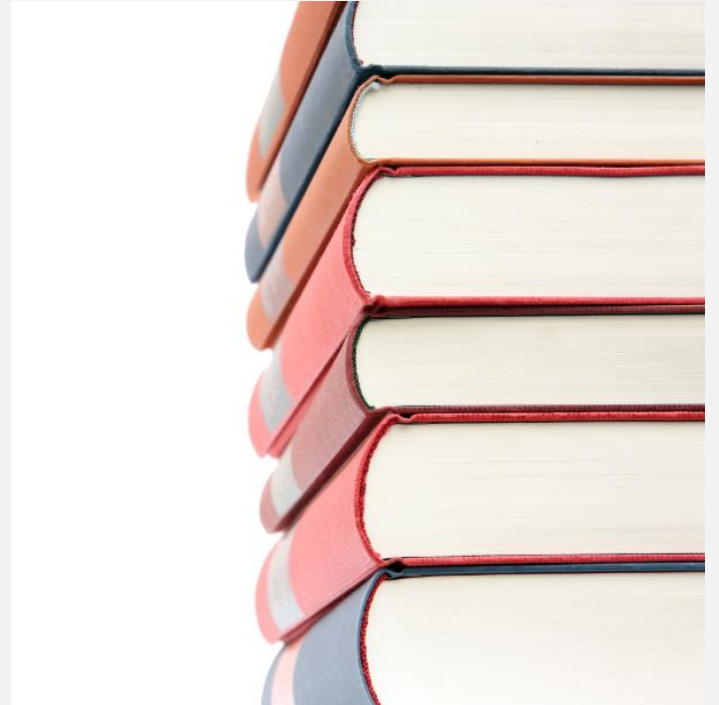
## BY THE WAY, THERE IS ALSO A LAW FOR THIS

The German Equal Treatment Act (Allgemeines Gleichbehandlungsgesetz, AGG) aims at avoiding or eliminating discrimination (see § 1 AGG).

### **NOBODY SHALL BE DISCRIMINATED DUE TO HIS/HER:**

- **Ethnical attributes** (such as skin colour) or **background** (such as mother language)
- **Gender**
- **Sexual identity**
- **Religion** or **philosophy of life**
- **Disability** (irrespective the degree of disability) and/or
- **Age**

Employees can claim compensation for discrimination under the AGG. The claim must be submitted in writing within two month ( § 15 IV AGG). If the employer does not satisfy the claim, the employee has to file the claim with the local Employment Court within three months after the employer received the initial claim for compensation ( § 61b ArbGG). In case those deadlines are not observed the claim forfeits.



## CONTACTS

**If you have further questions and/or comments, please get in touch with**

Team Governance, Risk & Compliance

E-Mail: [compliance@zalando.de](mailto:compliance@zalando.de)

