

GLEISS LUTZ

DIVERSITY AND ANTI-DISCRIMINATION POLICY

Gleiss Lutz's unique and distinctive culture is based on a mix of passion, commitment to quality, innovation, exceptional motivation, team spirit and a sense of tradition. We are a collection of individuals of divergent personalities, backgrounds and experiences. We value the different perspectives brought to our firm by the diversity of our lawyers and support staff. Gleiss Lutz has therefore adopted the following Diversity and Anti-Discrimination Policy, which applies to all partners, associated partners, counsel, of-counsel, legal and non-legal staff members.

DIVERSITY

As an equal opportunity employer, Gleiss Lutz is committed to providing all employees with a working environment that is free from discrimination on the grounds of race, nationality, origin, gender, age, religion or beliefs, disability, sexual orientation or identity. Decisions regarding the hiring and professional training of employees are made exclusively on the basis of technical expertise, quality of work and personal commitment to our clients. The firm's task is to transparently promote the professional development of all employees and foster an open and accepting workplace culture. To increase awareness of this issue both within and beyond our firm, Gleiss Lutz has appointed Dr. Martin Viciano Gofferje (partner at our Berlin office) as key coordinator for diversity. Together with HR he will be working on various initiatives and measures to promote diversity and equality.

ANTI-DISCRIMINATION

Gleiss Lutz is committed to creating a non-discriminatory working environment in which all individuals can freely express themselves. We do not tolerate discrimination of employees on the basis of race, nationality, origin, gender, age, religion or beliefs, disability, sexual orientation or identity or for other reasons. The same applies to the harassment, in particular sexual harassment, of employees or job candidates.