



DREES & SOMMER GROUP DIVERSITY STATEMENT IT'S ALL ABOUT THE RIGHT MIX.

Right mix. Real value. What's right for our projects is also right for the people who work on them. Our goal is to fill every position with a person who is qualified for it through their dedication and ability. This results in teams that are highly diverse. And together, they achieve the best results – they enjoy their work and take pleasure in our clients' success.

It's not just when it comes to building that we see the world in 3D. There are also three dimensions to diversity: Age, gender, ethnicity, religion, sexual orientation and physical disabilities are all characteristics of the **inner dimension**.

Marital status, languages spoken, geographical location, social and cultural environment, habits and spare-time activities are elements of a person's environment that make up the **external dimension**.

And a person's position in the hierarchy, leadership skills, work content, work location, and professional experience make up the **organizational dimension** that defines their role in a company.

Statistics deal with these individual characteristics. We, however, take a holistic approach to promoting and developing the individual by valuing every facet of a person's personality and individuality. We don't differentiate by age, gender, language, work experience or religious affiliation. This results in great diversity in the company – in all three dimensions.

And because statistics are also interesting, here are a few facts:

The **proportion of women** in the company has been over **40 percent** for years: Currently, 43 percent of Drees & Sommer employees are female – and this figure continues to rise. We are delighted that, in the traditionally male-dominated construction and real estate industry, more and more women are choosing us as their employer. And all this is achieved without any mandatory quotas – simply because the women in question are highly qualified and want to work with us.

Age is just a number – our average age is **38**. But we are not the average. We have lots of 'old hands' on board. **18 percent** of our employees have **more than 20 years' professional experience**. And every year, **250 young professionals** choose to work for the Drees & Sommer Group. We need both young and old for our projects – the right mix of experience and dynamism. Whereby both of these qualities are a question of attitude rather than age.

A person's passport shows their nationality. But in cultural terms, the only thing that counts for our projects is that the people involved know the language, culture and local customs. Drees & Sommer was founded in Germany in 1970. So even today the majority of colleagues have a German passport. But our employees include people of **61 different nationalities** speaking **54 different languages**.

Quite a diverse mix, isn't it?!

