

## Diversity Statement

Diversity is at the very heart of RTL Group.

This is explicitly expressed in the Group's mission statement which says: "We embrace independence and diversity in our **people**, our **content** and our **businesses**."

### Our people

- Having a diverse workforce is very important to RTL Group. As a global leader across broadcast, content, digital, creating formats for a wide range of audiences across all platforms, it's essential we represent the audiences we entertain, and embrace a diverse culture within our business. By that we mean all aspects of a diverse population – including areas such as gender, ethnicity, disability and socio-economic cultural diversity. This ethos forms part of our recruitment strategy for our teams around the world.
- We treat each other in a mutually respectful and trusting manner and seek to create a workplace environment that does not allow for discrimination.
- Every individual is entitled to fair, dignified and respectful treatment. We are committed to equal opportunities and encourage a respectful and diverse workplace in which each individual's unique value is recognised and each person is treated with courtesy, honesty and dignity. Harassment, bullying or intimidation is prohibited.
- All decisions with respect to recruiting, hiring, disciplinary measures and promotion as well as other conditions of employment must be administered free from any illegal discriminatory practices.
- We do not tolerate discrimination against employees or applicants for employment because of race, national or ethnic origin, gender, pregnancy, marital or parental status, age, disability, religion or belief, sexual orientation or any other characteristic specified under applicable anti-discrimination law or company policy.
- Attracting independent thinkers and go-getters is clearly connected to maintaining diversity in our workforce, and we want to emphasise the importance of recruiting our colleagues from a wide variety of backgrounds. We want people who are passionate about their ideas, and about the stories they want to tell.
- Our long-term ambition is for women and men to be represented equally across all management positions. As an intermediate step, we have set the following quantitative targets for 2025: to increase the share of women in top and senior management positions to 30 per cent (2018: 20%).

### Our content

- We ensure our output reflects the diversity of the various cultures we serve.
- We offer our audiences the broadest and most inclusive spectrum of entertainment and informational programmes possible: high-quality programming for all – regardless of age, gender, ethnicity, religion, disability or sexual orientation.

- We strive to make our content accessible to all including people with disabilities. Our channels, such as M6 in France, use the latest technology to make their programmes more accessible for people, who are deaf or hearing-impaired by using subtitles, audio descriptions and programmes with signing.
- At RTL Group, our independence means we can uphold strong principles of journalistic balance. Corporate Senior Management does not interfere with editorial decision-making or the independence of our editorial personnel. As a consequence, our output reflects many opinions and society's diversity.

### **Our businesses**

- We are innovators who shape the media world across broadcast, content and digital.
- At RTL Group, 'TV' now stands for 'Total Video' – we focus on professionally produced video content, regardless of how this content is distributed and on which devices it is viewed.
- We offer everything from free services to paid ones; from mainstream or blockbuster channels to brands serving niche audiences; from high-end dramas and primetime entertainment shows to short YouTube clips; from traditional advertising sales to tech-driven programmatic online advertising.
- Our vast international presence, and the diversity of the skills we bring to bear in these differing markets, is unique. RTL Group follows a decentralised approach, where each business can act flexibly in its local market, build its own local soul and identity, and benefit from one of the most important success factors: proximity to its audience. This offers our people a great deal of autonomy – and it makes RTL Group one of the most diverse media companies.

### **RAISING CONCERNS**

Various communications channels are available to our employees and our business partners for reporting and discussing concerns about compliance violations, including the principles described in this document.

Violations can be reported via an internet-based system, available in multiple languages, that allows for a confidential and secure dialogue with RTL Group's Compliance team.

[www.rtlgroup.reportconcerns.com](http://www.rtlgroup.reportconcerns.com)

You can also directly contact the Compliance team:

[compliance@rtlgroup.com](mailto:compliance@rtlgroup.com)

You may also contact an external ombudsperson whose role it is, as a neutral and independent contact person, to offer advice and support in order to clarify any suspected substantial compliance violation. The ombudsperson holds all communications with those seeking assistance in strict confidence, and does not disclose confidential communications, including the identity of the inquirer, unless given permission to do so by the inquirer.

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