

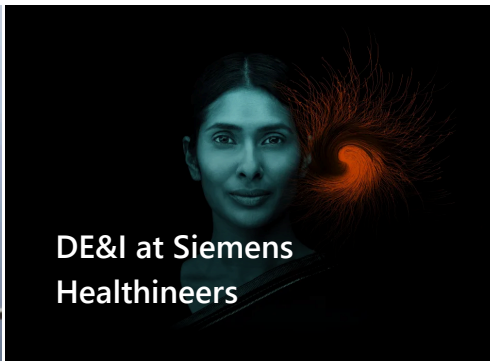


## Diversity, Equity & Inclusion in Southern Europe

Welcome to our Southern Europe Diversity, Equity and Inclusion sharepoint. Our cross-function, cross-countries dedicated Team aims to support the increase of DE&I maturity level in SEU promoting several initiatives deployed at Zone as well as country level. Let's discover them together!



DE&I Southern Europe strategy



DE&I at Siemens  
Healthineers



Countries best practices



## Our commitment to DE&I

Southern Europe is committed to promote Diversity, Equity and Inclusion among all Zone employees.

At Siemens Healthineers, diversity, equity, and inclusion (DE&I) is foundational to our purpose of **pioneering breakthroughs in healthcare. For everyone. Everywhere.**

We promote an inclusive culture by embracing diversity in all its forms, at every level of our company, and in the communities where we work and live.

We drive DE&I to enhance our leadership position in the markets we serve and positively impact the broader healthcare industry.

### Do you know what Diversity, Equity & Inclusion are about?

**Diversity** refers to how diverse our workforce is, covering a multitude of different characteristics. These include race, culture, gender, sexuality, age, physical abilities, socioeconomic status and experience. At its heart, **diversity is about appreciating different identities and worldviews to our business.**

**Equity** refers to the fair treatment through policies, practices and structures. It supports access, opportunity, and advancement for each individual. By addressing systemic imbalances in our company, we discover tangible, real world solutions to create a more inclusive culture.

**Inclusion** occurs when each of our employees feel like they belong in and are respected by our company. They feel encouraged to voice their opinions, they have an opportunity to contribute through the lens of their own identity, and they feel represented in our company values.

At Siemens Healthineers everyone is welcome!

## Want to know more about DE&I ?



**Diversity, Equity & Inclusion**  
The company commitment to DE&I



**Topic-Brief\_Diversity-Equity-Inclusion.pdf**  
Our messages on DE&I



**SkillUp - DE&I learning offer**  
Expand your awareness



**Gender-neutral language**  
Join the Yammer Community!



**Sustainability Sharepoint**  
Let's get the bigger picture



**EMEA DE&I Awareness Week 2023**  
Discover the recorded sessions here!

## Employee Resource Groups



**StepUp Network EMEA**



**Pride at Siemens Healthineers**

## Our DE&I Framework Four cornerstones guide us



Click to enlarge and save

## DE&I as part of our Purpose, Values & Behaviors



Purpose	We pioneer breakthroughs in healthcare. <b>For everyone. Everywhere.</b>					
Values	We	listen first	win together	learn passionately	step boldly	own it
Behaviors	As a Healthineer	I actively listen as a key success factor in dealing with colleagues, customers, and partners	I bring together the people we need, partnering to create sustainable, positive business outcomes	I demonstrate curiosity and ask open questions to gain fresh insights	I voice my opinions even when it is difficult and create space for others to do the same	I feel personally accountable for delivering on commitments
		I commit to ensuring each voice is heard to foster an inclusive culture	I develop trusting relationships and work across boundaries to leverage our united strengths	I seek opportunities to constantly increase my knowledge and develop my skills	I advocate for innovative ideas to expand the boundaries of our current thinking and ways of working	If things go wrong, I adopt a mindset of "let's-fix-it-together" and reflect on lessons learned
		I reflect on what I have heard with an open mind	I place team success before my own	I learn from mistakes, "fail-fast", and move forward	I "lean in", take calculated risks, and stretch myself	I strive to continuously improve

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## Have a look to our videos to know more about Southern Europe DE&I strategy

### Our interviews and talks

15:23

Southern Europe Open Exchange\_Uncounscious Bias June 2022

13:31

New Ambition Talks - BreakTheBias in Southern Europe

Upgrading Talk\_ Diversity and Inclusion\_July 2021

## DE&I in Southern Europe - Useful resources



### Cheat Sheet for Managers

How do I foster DE&I in my team?



### IDAHOBIT and Pride Month



### International Women's Day 2023

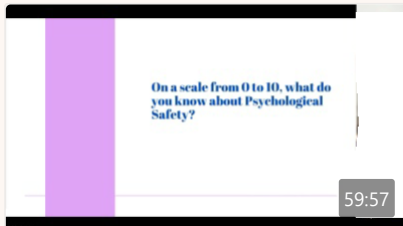
**Make your voice heard! Share your ideas or comment using our suggestion box**



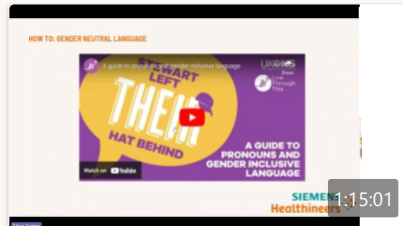
Suggestion box - MS Forms

## Knowledge Sharing Series FY23 - 24

To increase awareness and encourage employees to share their experiences, the Zone offers a series of quarterly webinars with external speakers who are experts in various DE&I themes.



December, 13th - DE&I Knowledge Sharing Series – Webinar...



June, 28th - "Gender – neutral language"

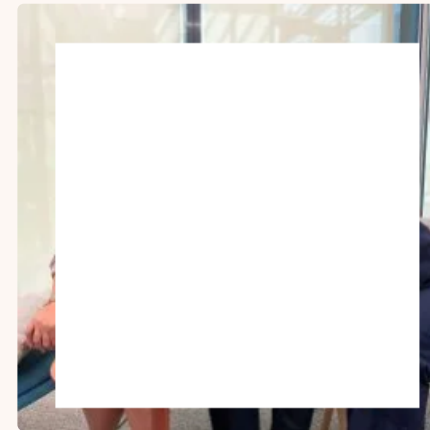


March, 10th "Unconscious bias:  
does believe in equal rights make...

## Countries best practices



STEM Lab Project (Italy)



Ask Me Anything session  
(Spain)

Promoted by StepUp Network and the Country Management of Italy, it was dedicated to our employees' children to support STEM knowledge, with